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ABSTRACT

As part of the 1989 triennial registration of registered nurses (RNs) in New York State, a survey of professional, personal, and practice characteristics of nurses was conducted. Basic information from this survey is enhanced by information from earlier surveys to illustrate significant trends. Usable survey questionnaires were received from 176,746 RNs, 89 percent of the number who renewed their registration in 1989. The sample included about 34,000 RNs who were not employed in nursing at the time of the study. Results suggest that nursing shortages are not due to a decline in the number of practicing RNs. Most of the New York RNs are white, but minority representation has been increasing slowly to the present level of almost 23 percent. Hospitals and nursing homes remain the primary places of employment, and patient care the primary responsibility. In 1973, nearly 80 percent of the RNs had received their basic training in a diploma program, but by 1989 only 41 percent reported a diploma program as their basic nursing preparation. Currently, 31 percent have completed an associate program and 27 percent have completed a bachelor's or master's degree program. For 75 to 82 percent, the nursing degree is the highest degree they hold. Twenty-five figures and 64 tables present characteristics of New York's RNs. An appendix adds demographic information in six tables. (SLD)

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A SURVEY OF REGISTERED NURSES IN NEW YORK STATE

The University of the State of New York
The State Education Department
Bureau of Postsecondary Research and Information Systems
Albany, New York 12230

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A Survey of Registered Nurses in New York State

The University of the State of New York
THE STATE EDUCATION DEPARTMENT
Bureau of Postsecondary Research and Information Systems
Albany, New York 12230

June 1992

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Introduction

This report presents the results of a survey conducted as part of the 1989 triennial registration of New York State registered nurses.

The Division of Professional Licensing Services within the Office of the Professions, New York State Education Department, is responsible for licensing and registering 34 professions. License-holders in all professions regulated by the Department are required to re-register every three years if they wish to continue practice within New York State, but registration periods are staggered so that not all professions come due at the same time. Periodically, surveys are conducted in conjunction with the re-registration of selected professions, and in 1989 the Department conducted a survey of registered nurses.

Previous surveys of registered nurses had been made in 1973, 1977, and 1983. This report presents basic information from the 1989 survey, yet draws upon the earlier surveys, particularly the 1983 survey, to illustrate significant trends among registered nurses in New York State. Previous surveys have experienced between 83 and 86 percent response rates.

The questionnaire was developed by the State Board for Nursing with the assistance of a technical advisory committee drawn from the profession. The data analysis and report are products of the Bureau of Postsecondary Research and Information Systems.

Method

A new three-year registration period for registered nurses (RNs) began on September 1, 1989. As required by State law, all registered licensees in the profession were mailed re-registration applications in April 1989, approximately four months prior to the re-registration deadline. Completion of the survey questionnaire (Appendix A), which requested information on personal, professional, and practice characteristics, was not required for re-registration. Registrants were, however, encouraged to complete and return the questionnaire along with their re-registration application.

Usable survey questionnaires were received from 176,746 RNs. This represents 89 percent of the number of RNs who renewed their registration (198,178).

Although the data contained in this report chiefly describe RNs in practice within the State, questionnaires were also received from approximately 34,000 RNs who stated they were not employed in nursing, and their responses will be considered as an integral part of the overall picture of New York's professional nurses.

Although the primary purpose of this report is to describe the information collected in the 1989 survey, where relevant, comparisons are made with data from previous surveys. There are differences among the questionnaires used since 1973, although several items have remained the same. The most notable change was the use of machine-scannable forms for the 1989 survey, saving considerable time in data entry and file creation. All four surveys (1973, 1977, 1983, and 1989) have asked RNs about age, gender, racial/ethnic background, basic nursing education, and practice status, location, setting, clinical area, and primary responsibility. In 1973 and 1977 marital status was an item, but it was dropped in 1983 and 1989. The 1977 survey omitted items on salary as well as reasons for not being employed in nursing. Only in the 1989 questionnaire was an attempt made to ascertain whether RNs might be planning on leaving nursing employment or, if they already had, when they might return. Questions on graduate nursing education were only asked in 1983 and 1989. Items on previous licensure as an LPN and amount of overtime only appear in 1989, and an item on distance traveled to work only in 1973.

The Supply of Registered Nurses in Historical Perspective

In 1988 New York State with 179,000 registered nurses was second only to California (192,000). (*Seventh Report to the President and Congress on the Status of Health Personnel in the United States*, U.S. Department of Health and Human Services, Bureau of Health Professions, March, 1990, Chapter 8, "Nursing"). Even when standardized for population New York State still substantially exceeds the national average of nurses per population (802 RNs per 100,000 population in 1988, some 20 percent above the national average of 668, Figure 1).

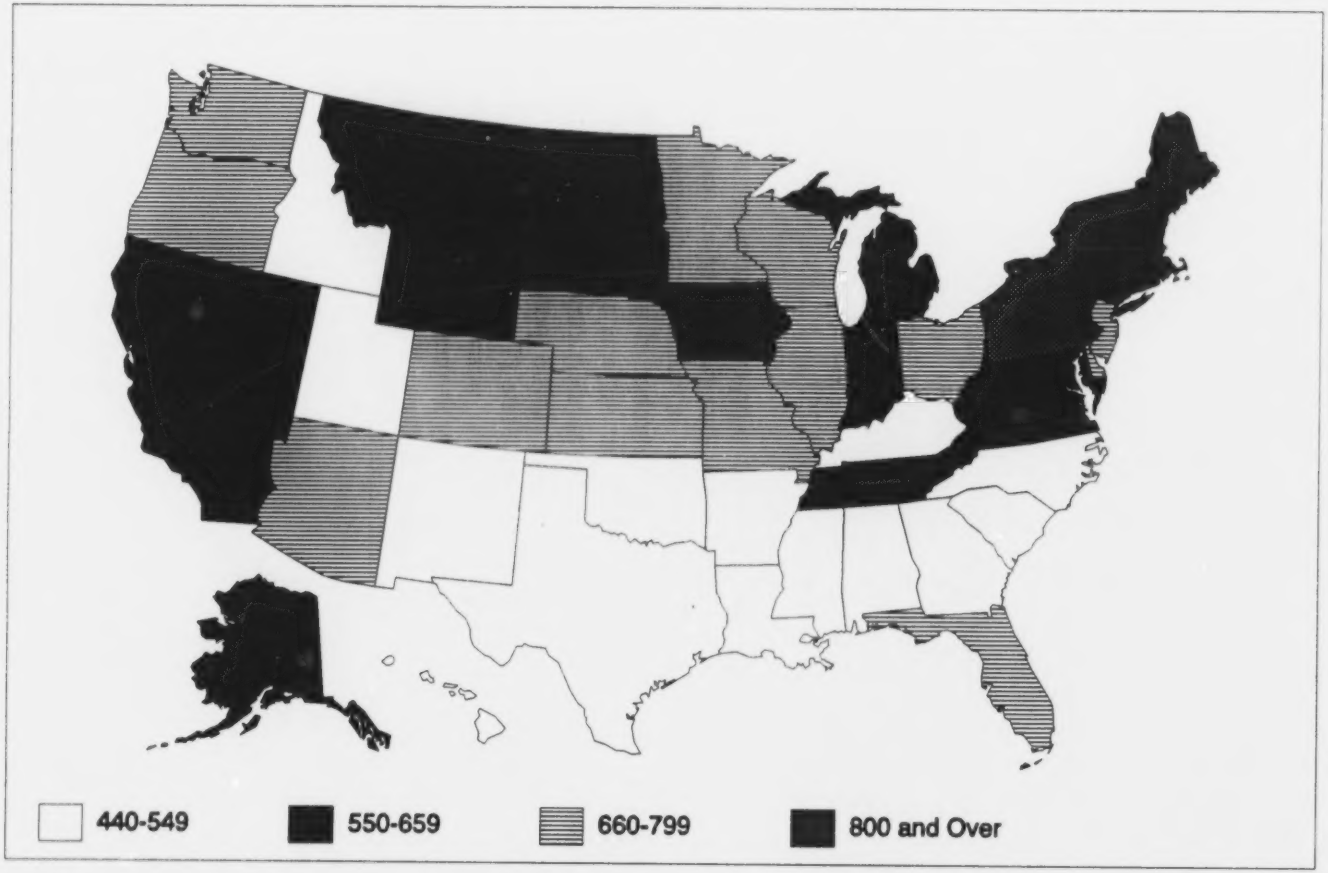
Nationally, the supply of active registered nurses has continued to grow over the past several decades. Between 1977 and 1988 the total number of licensed registered nurses in the nation increased by 45 percent, from 1.4 to just over 2 million registered nurses. The supply of RNs in New York State has also continued to grow over the past several decades. Between 1977 and 1990 the number of registered nurses licensed to practice in New York State increased by 27 percent, from 173,755 to 220,984.

Not all RNs who are registered to practice nursing are actually employed in or active in nursing. Table 1 shows that eighty-one percent of all respondents indicated that they were engaged either full or part time in nursing employment. If we apply the survey percentage (81 percent) to the total number of nurses registered to practice in 1990, the total number of nurses employed in nursing was approximately 179,000. Again, not all of those who are employed in nursing are actually employed in nursing in New York State. Of those employed in nursing, 86 percent (68 percent of **all** respondents) reported an employment location within New York State (Table 2). Most nurses licensed by New York State are licensed in only one state (87 percent, Table 3). Again applying the survey percentage to the entire registration count means that in 1990 there were approximately 154,000 RNs employed in nursing in New York State. Of those who reported being employed in nursing, 71 percent reported being employed on a full-time basis at the time of the survey (109,300 estimated full-time, New York State located employment).

Figure 1

Employed RNs per 100,000 Population

March 1988



Source: Seventh Report to the President and Congress on the Status of Health Personnel in the United States, U.S. Department of Health and Human Services.

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Table 1

EMPLOYMENT IN NURSING

	1989 Survey Respondents		1990 Estimate[1]
EMPLOYED IN NURSING.....	142,206	80.7%	178,000
NOT EMPLOYED IN NURSING...	33,985	19.3%	43,000
TOTAL.....	176,191	100.0%	221,000
TOTAL NON RESPONSES.....	555		

[1] Estimates are derived by multiplying survey based percentages by known registration totals as of May, 1990.

Table 2

EMPLOYMENT LOCATION

(ALL SURVEY RESPONDENTS EMPLOYED IN NURSING)

	1989 Survey Respondents		1990 Estimate[1]
NEW YORK.....	120,500	86.0%	153,000
OTHER U.S. STATE.....	18,637	13.3%	23,700
FOREIGN COUNTRY.....	902	.6%	1,300
TOTAL.....	140,039	100.0%	178,000
TOTAL NON RESPONSES.....	555		

[1] Estimates are derived by multiplying survey based percentages by known registration totals as of May, 1990.

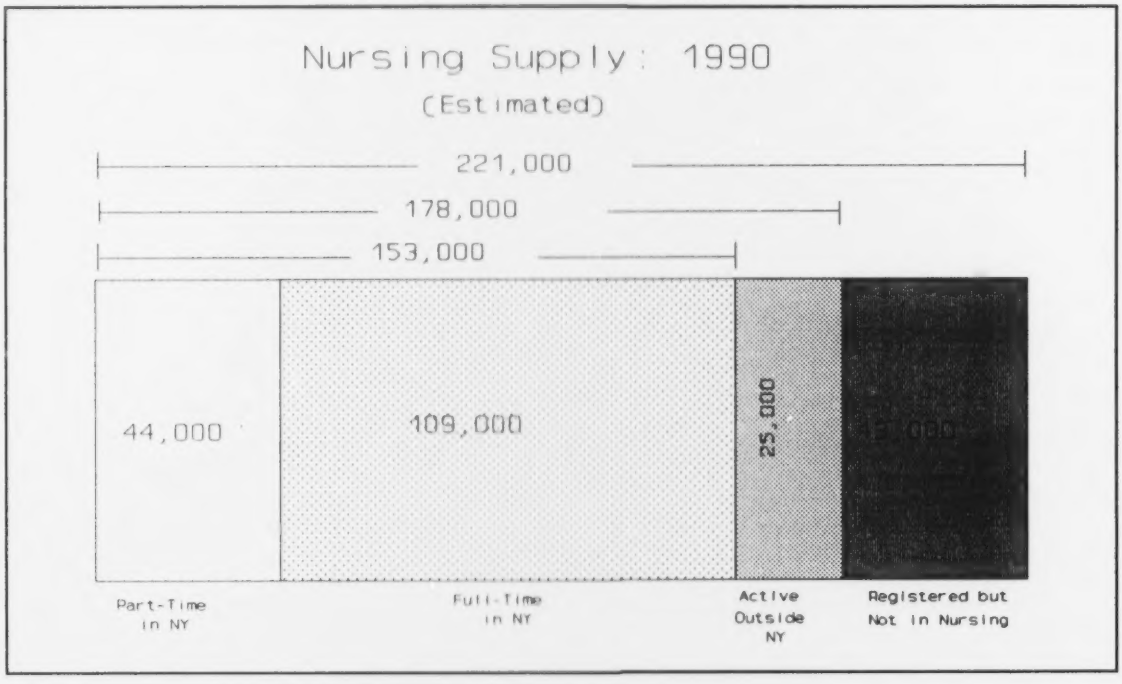
Table 3

NUMBER OF STATES CURRENTLY LICENSED AND MEAN AGE

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
ONE.....	98,641	87.0%	41
TWO.....	12,014	10.6%	42
THREE.....	1,919	1.7%	42
FOUR OR MORE.....	751	.7%	42
TOTAL.....	113,325	100.0%	41
TOTAL NON RESPONSES...	7,175		

Figure 2



In addition to the growth in the licensed registered nurses, the percentage of registered nurses who report active employment in nursing has also increased over the past decade. The 1973 RN survey report found only 62 percent of all RNs who responded to that survey were employed in nursing either full or part time. The comparable figure in 1983 was 78 percent and in the present survey, 81 percent (Figure 3).

A better measure of nursing supply is the change in the number of active registered nurses relative to changes in the State's population. Putting together data from several historical sources it is possible to draw a picture of this relationship. (Figure 4). Despite the nursing shortage reported by hospitals, the number of **actively practicing** RNs has actually increased by 140 percent over the number practicing in 1950, while the State's population has increased by less than 20 percent during that time. As a result, the number of New York State RNs per 100,000 population has doubled over 40 years, from 337 to more than 660.

State Geographic Distribution The number of RNs per 100,000 population varies widely across the State, from a low of 273 in Tioga County to a high of 1,331 in Albany County (Figure 5). Twenty-five counties are above the State average of 644 per 100,000 population. New York is the only one of the five New York City counties to have a ratio above the average (1,223 per 100,000 population). Conversely, Kings and Queens, the two

Figure 3

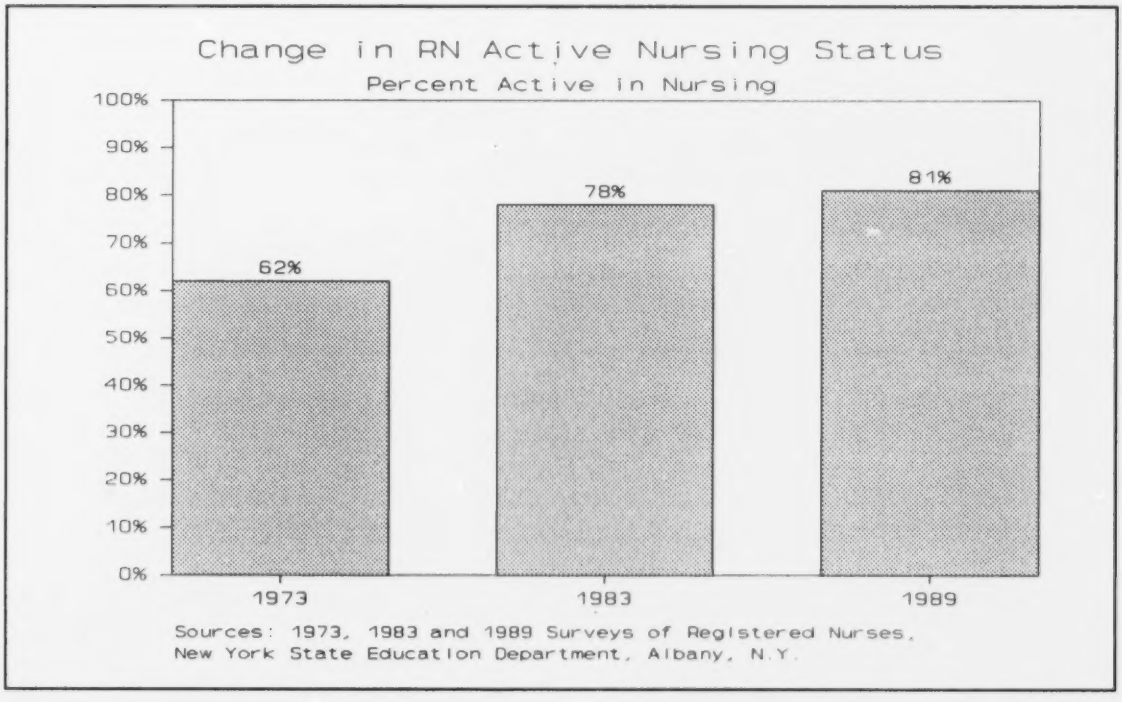
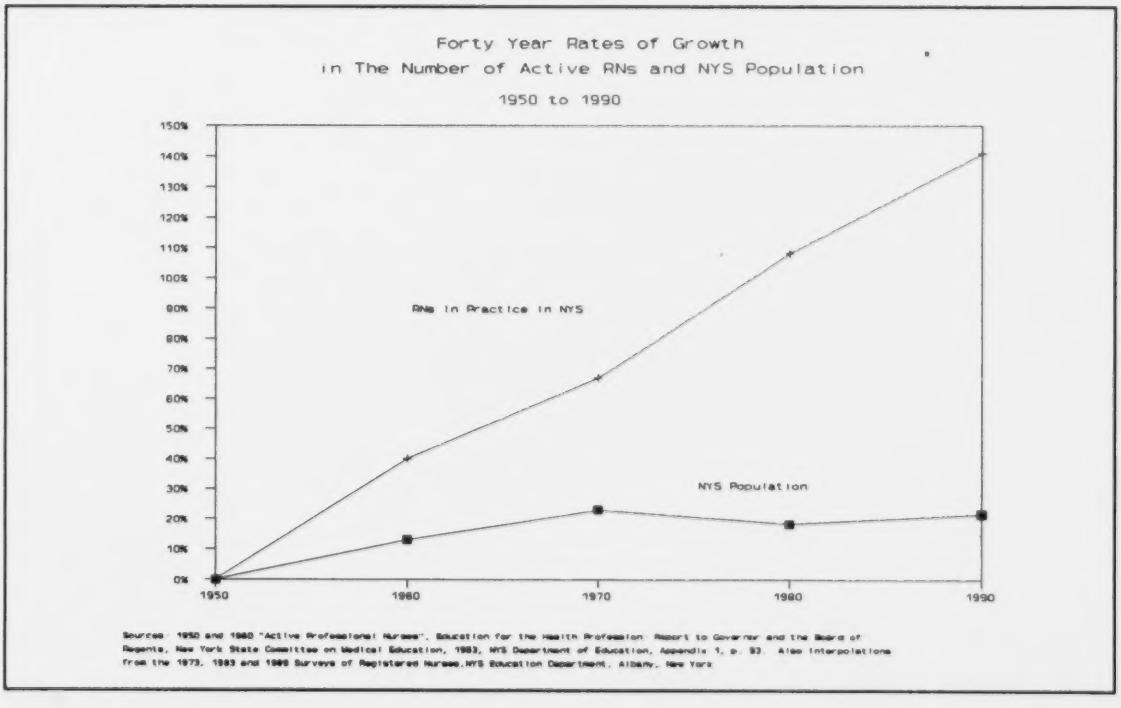


Figure 4



Sources: 1950 and 1960 "Active Professional Nurses", Education for the Health Profession. Report to Governor and the Board of Regents, New York State Committee on Medical Education, 1963, NYS Department of Education, Appendix 1, p. 93. Also interpolations from the 1973, 1983 and 1989 Surveys of Registered Nurses,NYS Education Department, Albany, New York

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most populous counties in the State, are, respectively, second and third lowest in terms of RNs per 100,000 population.

The increase in the nursing supply in New York State as a whole is similarly shown in the increase in nursing supply within the counties of New York State. Table 4 shows the number of nurses registered to practice by county within New York State in 1970, 1980 and 1990, the percentage change and the number of 1989 survey respondents who indicated that they were active in nursing. Between 1980 and 1990 there was a 24 percent growth in the number of nurses registered to practice in New York State who reported a New York State address on their registration renewal application. Only one county, Cattaraugus, had a decline in the number of registered nurses and that was a decline of only five nurses (- 1 percent).

The table also shows the number of nurses reporting employment by county on the 1989 survey. Note that in some cases the number reporting employment in a county on the survey form almost equals and in a few counties (e.g., New York County) exceeds the number with a registration mailing address in that county. This is because registration county (address) may be a home address rather than a work address and nurses may live in one county while working in another county.

State Nursing Enrollment Trends Recent trends in nursing program enrollments and degrees awarded as well as in the number of newly licensed RNs appear to indicate that past increases in the supply of nurses may not continue into the near future. Figure 6 shows the actual number of RNs licensed per year since 1948, a forty year curvilinear regression predicted line of new RNs per year, and a recent twelve year linear regression predicted line of new RNs licensed. Basically the graph shows that the number of RNs licensed per year continued to increase until about 1974 when it began to decrease each year. A forty year perspective (the curvilinear line) would lead one to guess that the number of new RNs licensed will continue to decline modestly in the future. An undoubtedly more realistic guess would be the twelve year regression line which shows a fairly substantial drop in the number of new RNs licensed per year.

Lending further evidence to the recent decline in the production of new RNs is the information on new licensees and graduations from RN programs within New York State. Figure 7 shows that the total number of New York State RN graduates increased substantially between 1965 and 1977 whereupon it began to decline.

The decline in the number of RN licensees and graduates clearly reflects the decline in the number of students enrolled in nursing programs. This is frequently interpreted to mean that young women are increasingly likely to choose other careers over nursing as more opportunities become available to them. While this may in part be true it appears that it is also true that the decline in admissions to nursing programs is part of a general decline in the overall number of high school graduates. Figure 8 shows that the percentage of high school graduates going on to nursing programs has declined only slightly over the past twenty years.

Figure 5

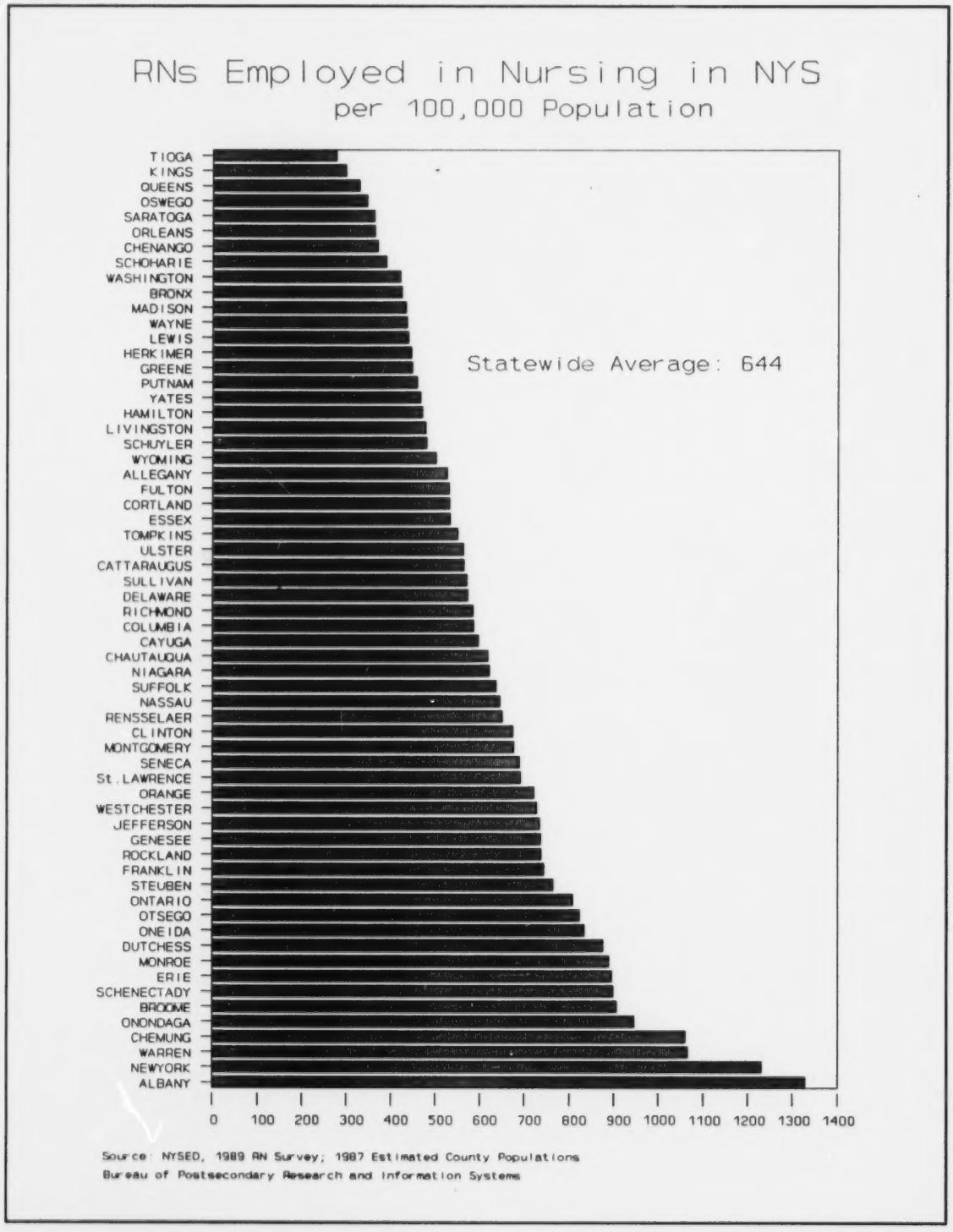

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Table 4

NUMBER OF REGISTERED NURSES IN 1970, 1980 AND 1990
by County and Number Indicating "In Nursing" on 1989 Survey

	1989 RN SURVEY "In Nursing"	Total Registered 1970	Total Registered 1980	Total Registered 1990	Pct. Change in Registration 70-90	Pct. Change in Registration 80-90
Albany	3,757	2,668	3,314	3,843	44%	16%
Allegany	262	252	380	475	88%	25%
Bronx	5,175	5,258	6,915	8,418	60%	22%
Broome	1,889	2,523	2,651	2,721	8%	3%
Cattaraugus	472	886	808	803	-9%	-1%
Cayuga	474	749	749	857	14%	14%
Chautauqua	873	1,263	1,324	1,343	6%	1%
Chemung	963	1,262	1,296	1,392	10%	7%
Chenango	187	313	326	362	16%	11%
Clinton	550	706	680	843	19%	24%
Columbia	355	564	642	759	35%	18%
Cortland	250	325	284	357	10%	26%
Delaware	270	292	293	391	34%	33%
Dutchess	2,271	2,428	3,097	3,979	64%	28%
Erie	8,575	8,600	9,714	12,223	42%	26%
Essex	193	325	307	368	13%	20%
Franklin	322	398	398	485	22%	22%
Fulton	285	468	465	488	4%	5%
Genesee	429	457	588	707	55%	20%
Greene	189	282	311	475	68%	53%
Hamilton	23	49	56	61	24%	9%
Herkimer	296	528	548	564	7%	3%
Jefferson	699	1,011	995	1,073	6%	8%
Kings	6,902	9,475	12,012	14,163	49%	18%
Lewis	112	171	209	241	41%	15%
Livingston	280	468	549	624	33%	14%
Madison	288	421	487	664	58%	36%
Monroe	6,206	6,255	6,979	8,200	31%	17%
Montgomery	347	496	486	586	18%	21%
Nassau	8,495	9,367	12,375	16,393	75%	32%
New York	18,469	12,644	11,072	11,824	-6%	7%
Niagara	1,337	1,709	2,042	2,585	51%	27%
Oneida	2,055	2,903	3,036	3,206	10%	6%
Onondaga	4,342	4,369	4,759	5,884	35%	24%
Ontario	739	870	983	1,170	34%	19%
Orange	2,077	1,919	2,543	3,959	106%	56%
Orleans	142	136	197	260	91%	32%
Oswego	413	601	602	847	41%	41%
Otsego	490	494	528	742	50%	41%
Putnam	376	414	772	1,218	194%	58%
Queens	6,325	9,939	12,468	15,528	56%	25%
Rensselaer	978	1,385	1,566	1,925	39%	23%
Richmond	2,204	1,988	3,492	4,858	144%	39%
Rockland	1,956	1,723	3,410	4,500	161%	32%
Saratoga	604	1,018	1,568	2,315	127%	48%
Schenectady	1,341	1,565	1,702	2,163	38%	27%
Schoharie	116	134	159	232	73%	46%
Schuyler	83	118	147	177	50%	20%
Seneca	222	376	335	362	-4%	8%
Steuben	742	944	1,014	1,142	21%	13%
St. Lawrence	762	1,010	1,091	1,168	16%	7%
Suffolk	8,337	7,734	11,194	15,645	102%	40%
Sullivan	401	346	570	766	121%	34%
Tioga	141	317	416	568	79%	37%
Tompkins	481	567	570	692	22%	21%
Ulster	930	1,351	1,481	1,853	37%	25%
Warren	598	525	617	817	56%	32%
Washington	244	380	425	530	39%	25%
Wayne	381	521	660	847	63%	28%
Westchester	6,289	6,813	8,364	10,636	56%	27%
Wyoming	209	320	329	396	24%	20%
Yates	99	148	194	293	98%	51%
TOTALS [1]	115,272	123,541	147,544	182,966	48%	24%

[1] Note: Registration totals are for in-state registration addresses only. Total out-of-state and foreign in 1990 was 38,018 for a total registration count of 220,984.

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Figure 6

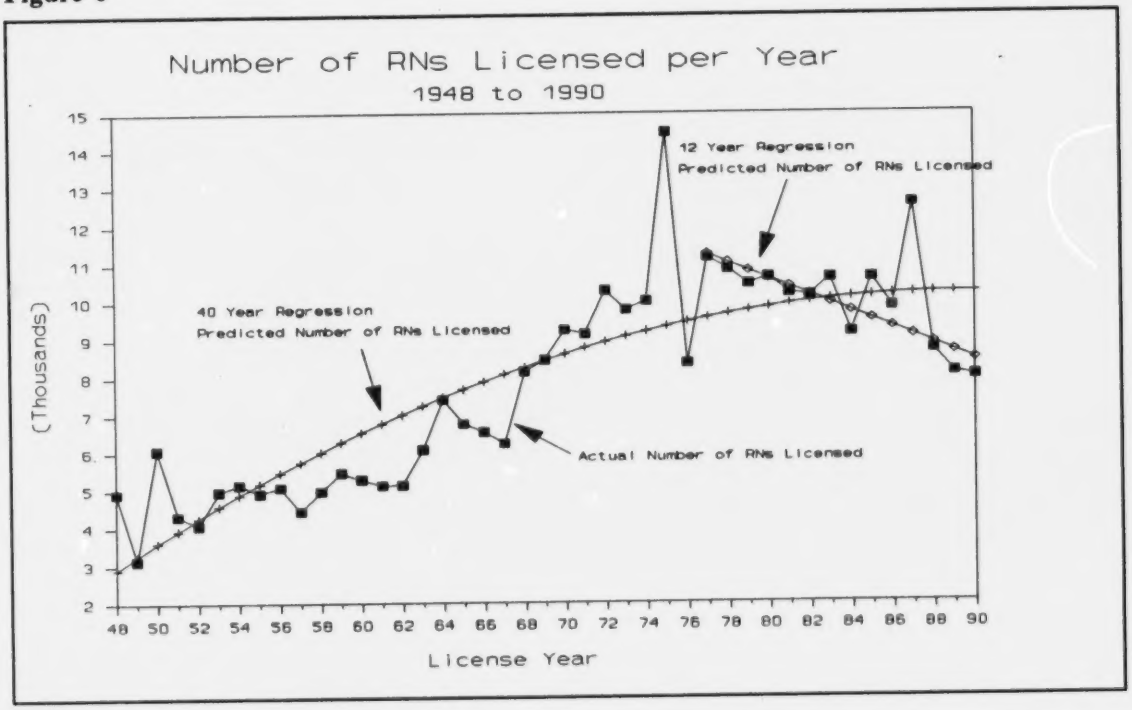
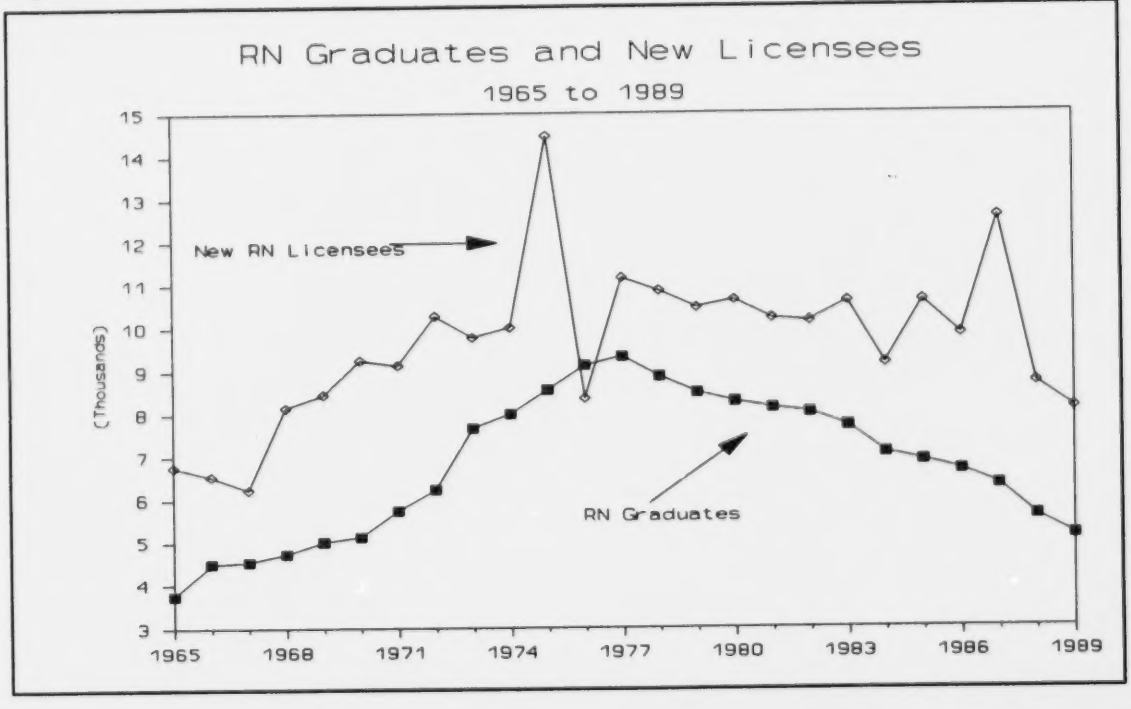


Figure 7



Interpretations of recent enrollment declines in nursing programs without noting similar declines in other postsecondary education enrollment programs yields a misleading picture. Figure 9 shows that from 1965 to about 1976 the number of high school graduates expanded modestly, but the number of graduates furthering their education through **both** nursing programs and other postsecondary education increased dramatically with the number going into nursing programs growing even more dramatically than for non-nursing postsecondary education programs. After 1976 the number of high school graduates going to nursing programs followed essentially the same decline in full-time admissions experienced by other postsecondary degree granting institutions and programs.

Summary Persisting nursing shortages in both New York and the nation, then, are clearly not due to a decline in the number of practicing RNs since the number of actively practicing registered nurses in both New York and the nation has steadily increased over the past several decades. This was noted by a recent report on health manpower by the U.S. Department of Health and Human Resources. In their chapter on nursing the report concluded that,

> ...the reported nursing shortage appears to be based on increased demand for registered nurses rather than a decrease in available supply ... {and} a number of studies were made in hospitals to attempt to explain what might be causing the 'nursing shortage'. .... None of these studies could draw conclusions outlining definitively the reasons for a demand for registered nurses which exceeded supply. (**Seventh Report to the President and Congress on the Status of Health Personnel in the United States, p. VIII-17**).

Figure 8

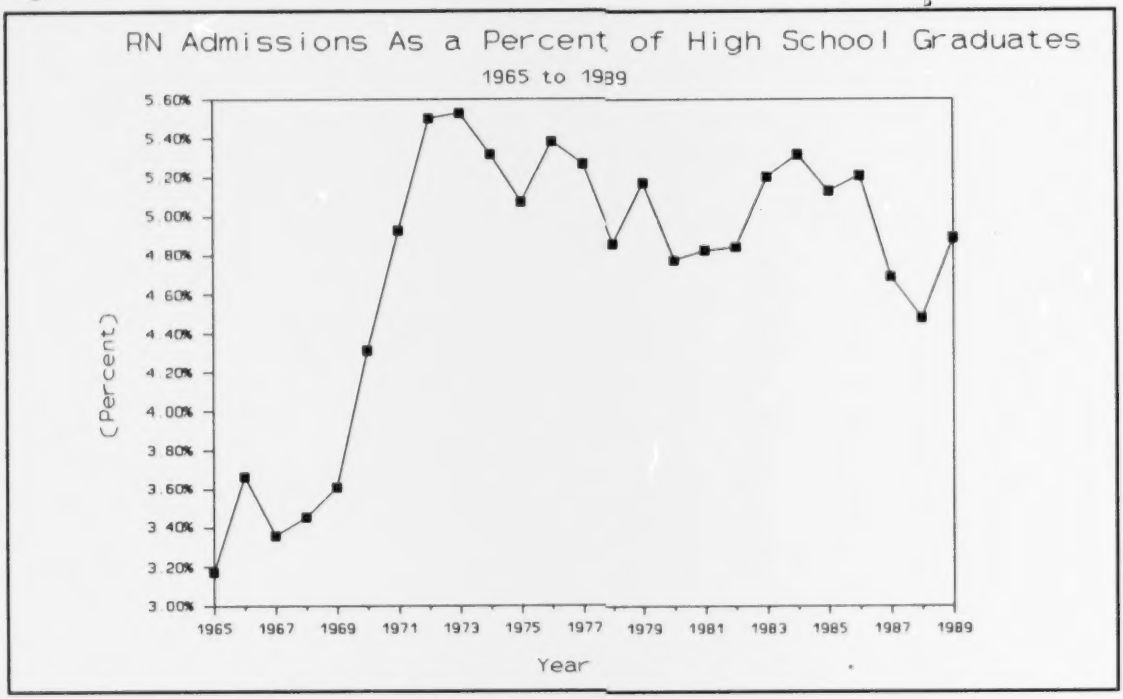
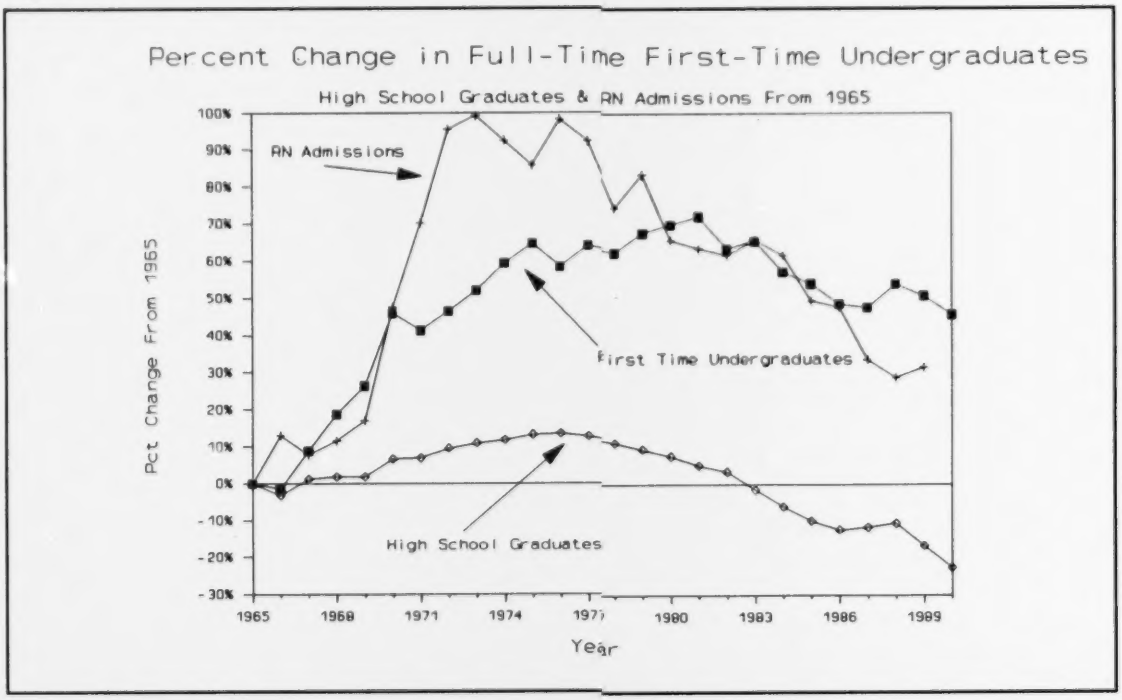


Figure 9



22

Personal Characteristics

Sex

Over 96 percent of New York's RNs are women, a percentage which is virtually unchanged over the past several decades (Table 5). In 1973, the percentage of women was only slightly higher, about 98 percent.

Age

The **average** age of RNs has not changed a great deal over the years. In 1983 the average (mean) age of RNs employed in nursing within the State was 40; in 1989 it was 41. These averages, however, disguise a dramatic drop in the proportion of younger RNs. Figure 11 shows that the proportion of RNs under age 30 has dropped steadily since the 1973 survey (when the mean age was 39), while the proportions of RNs in their 30s and 40s have grown. The relative proportions of those age 50 and over have changed little. In 1983, approximately 54 percent of RNs were under age 40; in 1989 only 48 percent were under age forty.

Table 5

RNs BY GENDER

	TOTAL
MALE	3.8%
FEMALE	96.2%
TOTAL	100.0%

Table 6

AGE

(RNs EMPLOYED IN NURSING IN NEW YORK STATE)

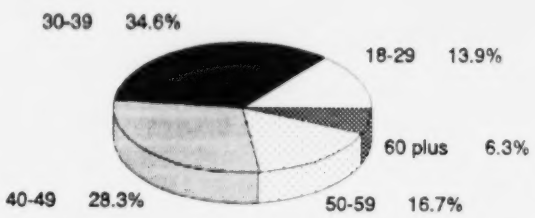
MEAN AGE 41

	NUMBER	PERCENT
18 TO 24	3,336	2.8%
25 TO 29	13,068	11.1%
30 TO 34	20,619	17.5%
35 TO 39	20,108	17.1%
40 TO 44	18,324	15.6%
45 TO 49	14,971	12.7%
50 TO 54	11,313	9.6%
55 TO 59	8,367	7.1%
60 TO 64	4,678	4.0%
65 & OVER	2,711	2.3%
TOTAL	117,495	100.0%
TOTAL NON RESPONSES	3,005	

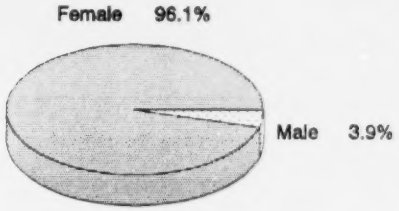
Figure 10

GENERAL CHARACTERISTICS OF REPSONDENTS

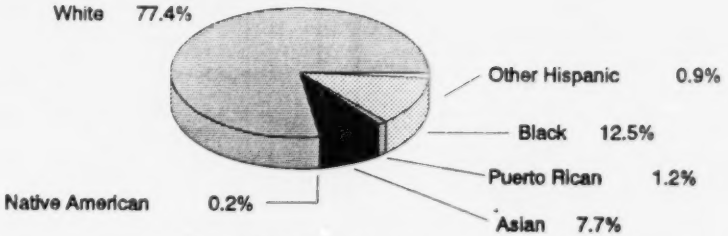
TO 1989 RN SURVEY



Age Groups



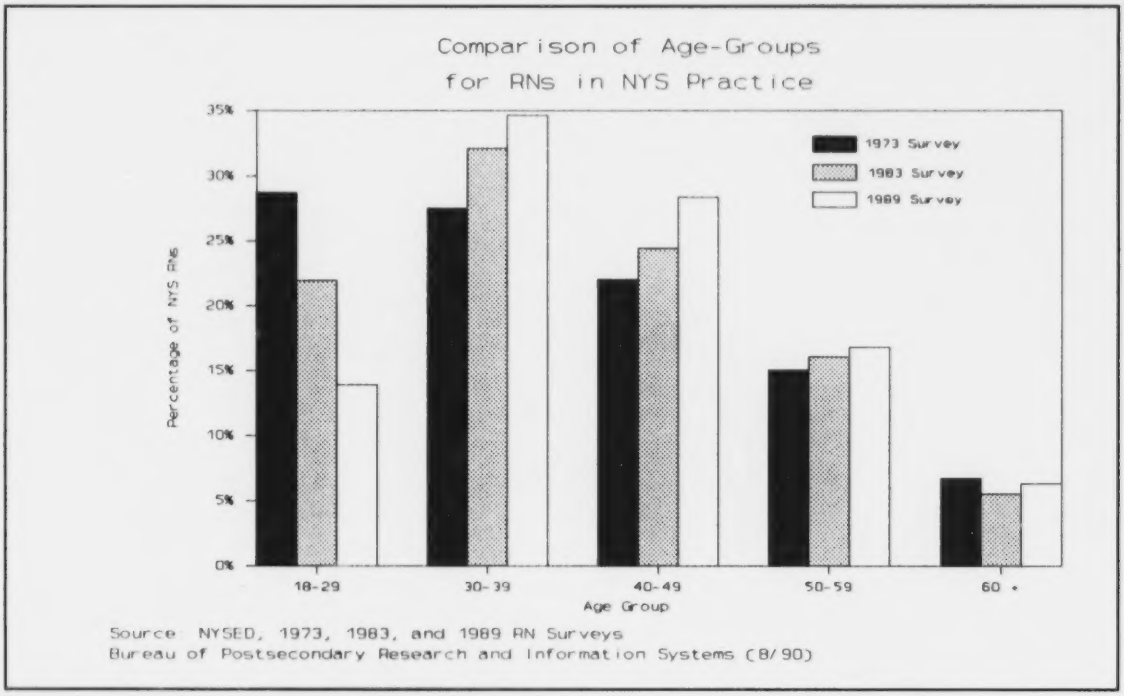
Gender



Race/Ethinic Origin

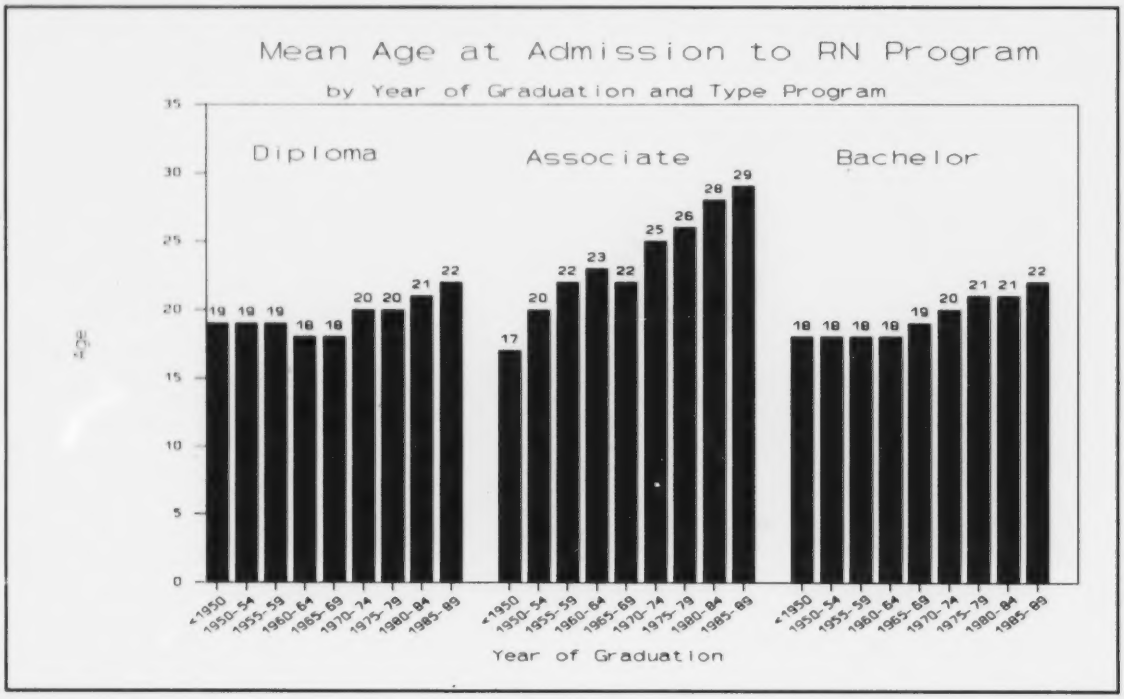
Source: NYSED, 1989 RN Survey, Bureau of Postsecondary Research and Information Systems

Figure 11



Source NYSED, 1973, 1983, and 1989 RN Surveys
Bureau of Postsecondary Research and Information Systems (8/90)

Figure 12



The decrease in the number of younger nurses is due to a substantial change in the age at admission to and graduation from nursing programs for nurses enrolled in associate degree nursing programs. Before 1950, the average age at admission for associate degree programs was 17 and increased to 29 for those who graduated between 1985 and 1989. The age at admission of nurses enrolled in diploma and baccalaureate programs experienced much more modest changes over the years. Diploma and baccalaureate program nurses averaged 19 and 18 respectively for those who graduated before 1950 and averaged 22 years of age for both graduates of both programs between 1985 and 1989 (Figure 12). Correspondingly, the average age of all RNs who graduated in the 1950s was 22 but by 1988 that average had increased to 28 years of age.

Age is significantly related to the part-time and full-time employment status of RNs. A very high percentage of young nurses, those under age 25, are employed full-time. Table 7 and Figure 13 indicate a significant drop in the proportion of full-time employment among RNs as they approach their mid-30s. The proportion of full-time employment gradually increases after age 36, but never achieves the high level shown by young nurses. Figure 14 shows a somewhat similar relationship between age and registration and employment status although the drop in the percentage of RNs who do not renew their registration is not nearly as precipitous as the drop in employment and full-time employment status as age increases.

Table 7

AGE GROUP AND FULL-TIME PART-TIME EMPLOYMENT
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	FULL-TIME	PART-TIME
18 TO 24.....	2.9%	88.4%	11.6%
25 TO 29.....	11.2%	79.0%	21.0%
30 TO 34.....	17.6%	65.4%	34.6%
35 TO 39.....	17.1%	63.8%	36.2%
40 TO 44.....	15.6%	70.9%	29.1%
45 TO 49.....	12.7%	76.3%	23.7%
50 TO 54.....	9.6%	77.6%	22.4%
55 TO 59.....	7.1%	74.6%	25.4%
60 TO 64.....	4.0%	68.3%	31.7%
65 & OVER.....	2.3%	47.9%	52.1%
TOTAL RESPONSES.....	100.0%	71.1%	28.9%

Figure 13

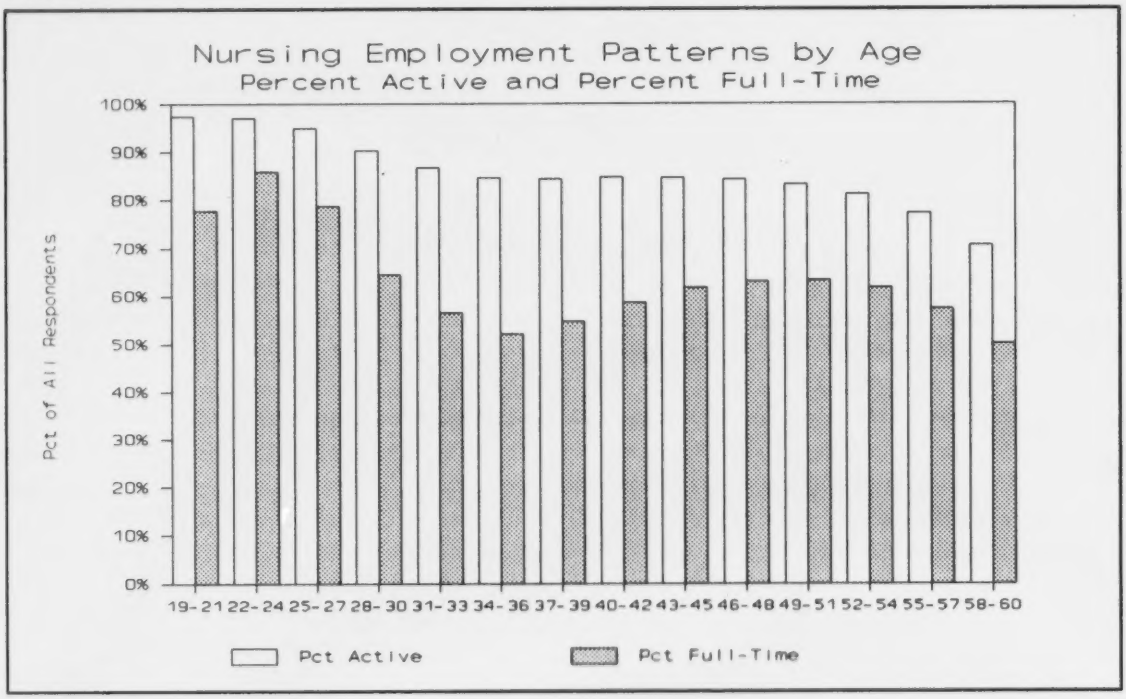
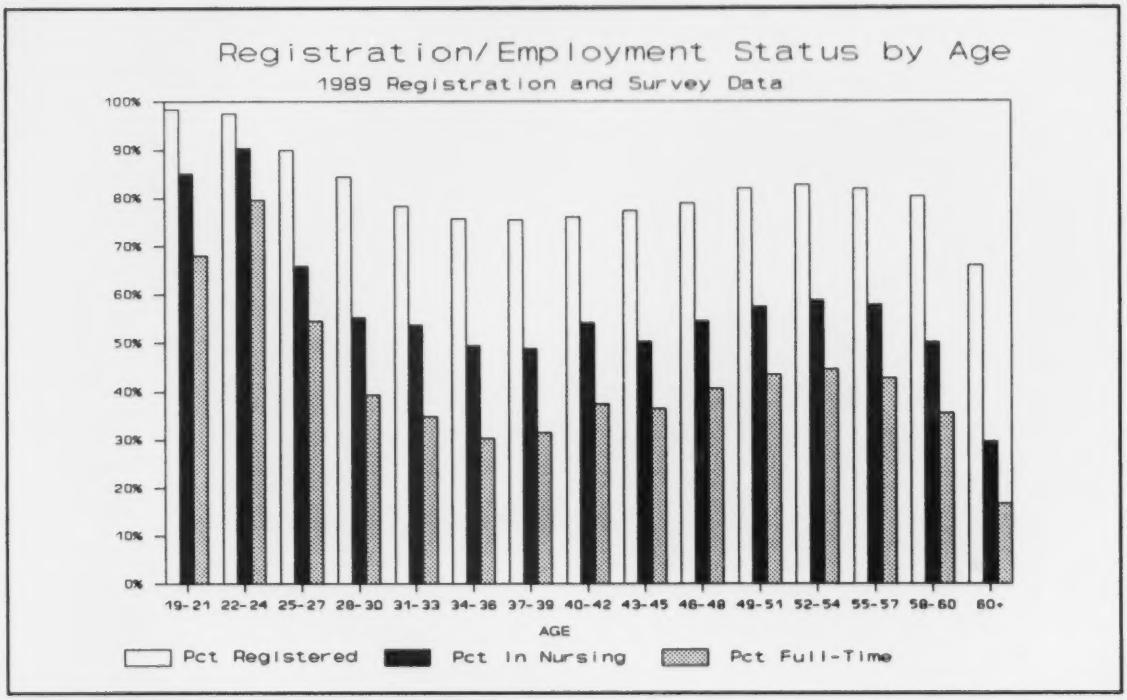


Figure 14



Racial/Ethnic Origin

The great majority of New York's RNs are white (77%, Table 8), but minority representation has been slowly increasing since the 1973. Almost 23 percent of the RNs employed in nursing in 1989 in New York State were non-white, up from 20 percent in 1983 and 18 percent in 1973 (Figure 15). However, the percentage of RNs who are black (12.5 percent) has remained virtually unchanged since 1973 (11 percent). The proportion of Asians, however, has increased from 5 percent, in both 1983 and 1973, to nearly 8 percent in 1989.

Although the average age of all RNs is 41, the average age of black RNs is 45 years of age. As Figure 16 shows, the age distribution of black and white RNs is markedly different. The age distribution of white RNs is skewed toward the younger age categories while that for Black RNs is skewed toward the older age categories. In other words, there are a greater percentage of younger than older white RNs while the reverse is true for black RNs (there is a greater percentage of older than younger black RNs).

Overall, 77 percent of practicing RNs are white, but the distribution of racial/ethnic groups across the State is highly imbalanced. In the great majority of counties (49 of 62) the proportion of white RNs exceeds 95 percent, while minority RNs are concentrated in the New York City area. This is shown on a regional basis in Table A-1 (Appendix). Just over one-third of the State's practicing RNs are employed in the five boroughs of New York City, but while that number includes only 21 percent of all white RNs and 34 percent of Native American RNs, it represents 78 percent of Puerto Rican RNs, 72 percent of other Hispanic RNs, and 83 percent of both black and Asian RNs.

Table 8

RACIAL/ETHNIC ORIGIN AND MEAN AGE
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
NATIVE AMERICAN.....	272	.2%	43
ASIAN.....	9,179	7.7%	39
BLACK.....	14,860	12.5%	45
PUERTO RICAN.....	1,448	1.2%	40
OTHER HISPANIC.....	1,052	.9%	41
WHITE.....	91,911	77.4%	41
TOTAL.....	118,722	100.0%	41
TOTAL NON RESPONSES...	1,778		

Figure 15

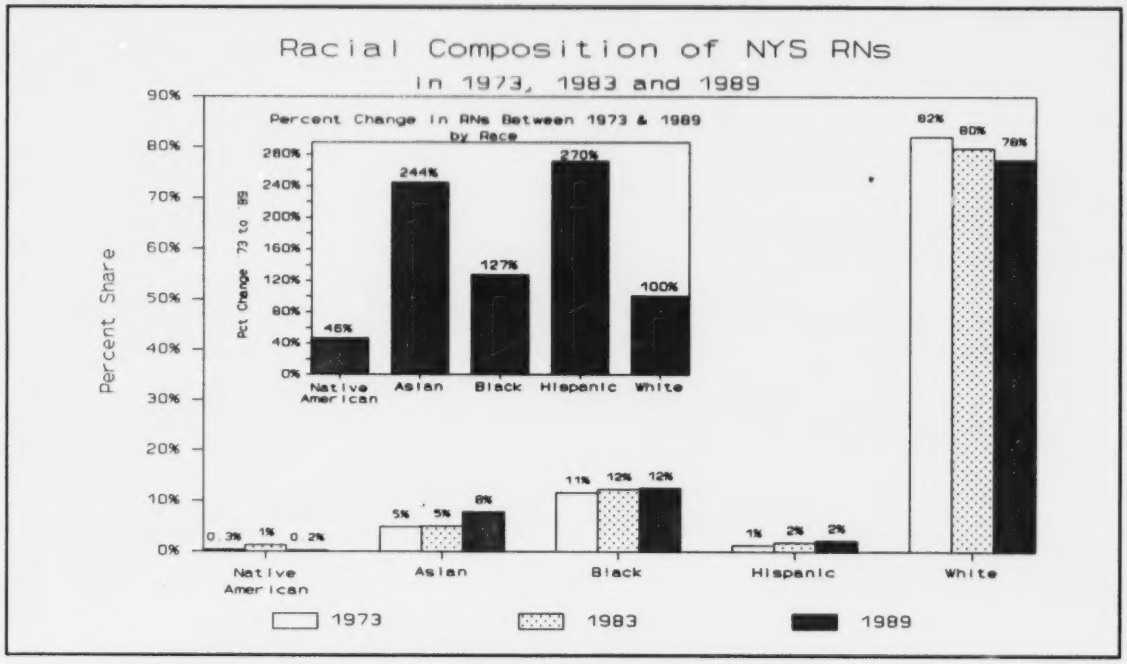
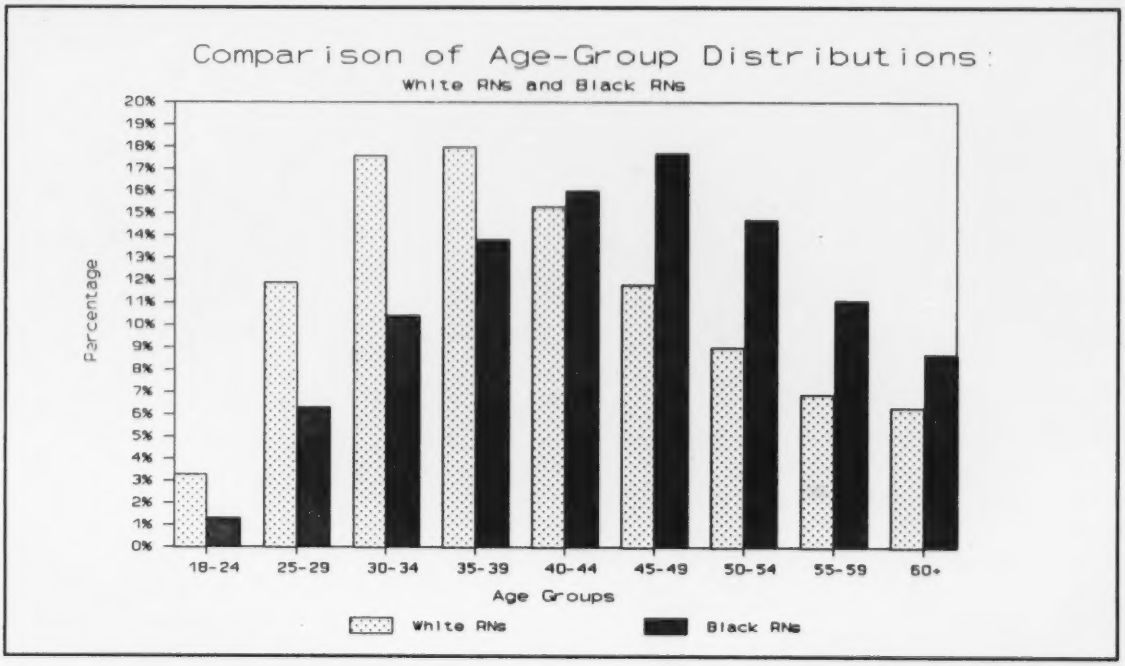


Figure 16



Nursing Employment

Primary Employment Setting

The primary employment setting of RNs does not appear to have changed appreciably over the past fifteen years. In 1973, 77 percent of RNs were employed in either a hospital or a nursing home and by 1989, 74 percent of RNs were employed in those settings. (The 1973 RN survey did not distinguish between hospitals and nursing homes as places of practice). Hospitals remain the overwhelming place of employment for nurses with 66 percent indicating that particular practice setting (virtually unchanged from the 1983 percentage of 67 percent). Of those nurses employed in hospitals, 60 percent reported an inpatient setting, and 6 percent an outpatient setting. The second largest practice setting was nursing homes at a distant 8 percent, followed by community public health agencies, with 7 percent (Table 9).

Table 9

PRACTICE SETTINGS OF NEW YORK STATE REGISTERED NURSES
From 1973 to 1989

	1973	1983	1989
HOSPITAL [1]	76.5%	67.4%	65.8%
NURSING HOME	NA	8.3%	8.0%
SCHOOL OF NURSING	2.8%	2.3%	1.8%
SCHOOL HEALTH SERVICES	5.1%	3.7%	3.8%
PHYSICIANS OFFICE	4.0%	3.7%	4.2%
COMMUNITY PUBLIC HEALTH AGENCY (Including Home Health Agency)	4.5%	5.6%	7.0%
INDUSTRY	2.4%	1.7%	1.9%
ARMED SERVICES	0.0%	0.2%	0.1%
DIAGNOSTIC OR TREATMENT CENTER (Including HMO)	NA	0.7%	1.2%
TEMPORARY AGENCY	NA	NA	1.0%
OTHER HEALTH FIELD	NA	NA	4.6%
NON-HEALTH FIELD	NA	NA	0.4%
SELF EMPLOYED (1983)	NA	1.7%	NA
OTHER (1983)	4.6%	4.6%	NA
TOTAL	100%	100%	100%

Note: The response categories for the three surveys were not entirely the same. Where *NA* appears in the table, the practice setting was not included in that survey year.

[1] The 1973 RN survey combined hospital and nursing home settings into one practice setting ("Hospital, nursing home or other institution").

Table 10

NUMBER OF NURSING POSITIONS HELD

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	PERCENT
ONE	82.3%
TWO	14.7%
THREE	2.0%
FOUR OR MORE	.9%
TOTAL	100.0%

Table 11

SECONDARY EMPLOYMENT SETTING AND MEAN AGE

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	PERCENT	MEAN AGE
HOSPITAL (INPATIENT)	29.1%	41
HOSPITAL (OUTPATIENT)	13.6%	42
NURSING HOME	9.1%	44
SCHOOL OF NURSING	2.6%	43
SCHOOL HEALTH SERVICES	3.7%	43
PHYSICIANS OFFICE	4.1%	39
COMMUNITY PUBLIC HEALTH AGENCY	8.2%	41
INDUSTRY	2.1%	43
ARMED SERVICES	2.5%	39
DIAGNOSTIC OR TREATMENT CENTER	1.7%	41
TEMPORARY AGENCY	12.0%	38
OTHER HEALTH FIELD	9.3%	44
NON-HEALTH FIELD	2.0%	42
TOTAL	100.0%	41
TOTAL RESPONSES	25,779	

RNs who are employed in nursing were asked how many separate nursing positions they currently held. The great majority of RNs, 82 percent, reported only one position. Just about 15 percent reported holding two positions, and 3 percent reported three or more (Table 10).

The distribution among secondary nursing settings (Table 11) closely resembles that among primary settings, except that fewer are in hospitals (43 percent) and more are in temporary agencies (12 percent versus 1 percent). No survey data were collected on setting characteristics, such as size or type of hospital, other than location. Older RNs tend to be

Table 12

PRIMARY EMPLOYMENT SETTING AND FULL-TIME PART-TIME EMPLOYMENT
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	FULL-TIME	PART-TIME
HOSPITAL (INPATIENT).....	74.0%	26.0%
HOSPITAL (OUTPATIENT).....	75.5%	24.5%
NURSING HOME.....	68.6%	31.4%
SCHOOL OF NURSING.....	76.6%	23.4%
SCHOOL HEALTH SERVICES.....	70.5%	29.5%
PHYSICIANS OFFICE.....	43.0%	57.0%
COMMUNITY PUBLIC HLTH AGCY...	70.8%	29.2%
INDUSTRY.....	74.6%	25.4%
ARMED SERVICES.....	66.3%	33.8%
DIAGNOSTIC OR TREATMENT CTR..	69.1%	30.9%
TEMPORARY AGENCY.....	35.7%	64.3%
OTHER HEALTH FIELD.....	68.6%	31.4%
NON-HEALTH FIELD.....	42.2%	57.8%
TOTAL.....	71.2%	28.8%

found in non-hospital settings such as nursing homes, industry, and other health and non-health fields. Those employed both in schools of nursing and school health services have the highest mean age, 48.

Most RNs are employed on a full-time basis (71 percent) and that generally does not vary by practice setting. The percentage of hospital based RNs who reported full-time employment at the time of the survey was 74 percent. There are three settings however where the proportion of full-time employment is relatively low: physicians offices (43 percent); non-health fields (42 percent); and in temporary agencies (36 percent). The setting with the highest proportion of full-time employment is schools of nursing, 77 percent full-time (Table 12).

Primary Responsibility

RNs were asked to identify their primary responsibility in their principal nursing position from among seven choices: patient care, teaching, supervision, administration, research, consultation, and other (Table 13). Nearly two-thirds, 66 percent, listed patient care; 12 percent listed supervision; six to seven percent listed teaching, administration, or other. The smallest groups were in consultation (1.4 percent) and research (0.6 percent). Table 14 shows that involvement in patient care declines with age.

Patient care has remained the primary area of nursing responsibility over at least the past fifteen years. Although there were some wording differences, both the 1973 and the

Table 13

PRIMARY RESPONSIBILITY AND MEAN AGE

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
PATIENT CARE.....	72,748	65.7%	40
TEACHING.....	6,711	6.1%	43
SUPERVISION.....	13,405	12.1%	44
ADMINISTRATION.....	8,149	7.4%	45
RESEARCH.....	616	.6%	40
CONSULTATION.....	1,514	1.4%	43
OTHER.....	7,509	6.8%	46
TOTAL.....	110,652	100.0%	41
TOTAL NON RESPONSES...	6,611		

Table 14

AGE GROUP AND PRIMARY RESPONSIBILITY

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

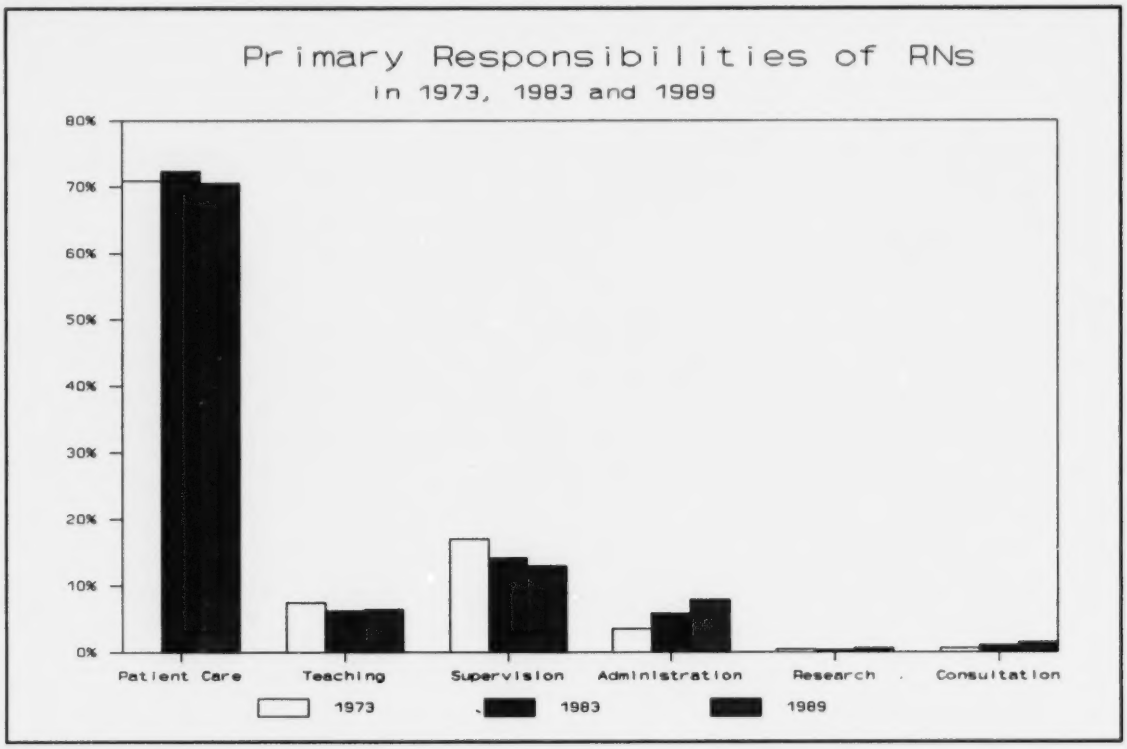
	TOTAL	PATIENT CARE	TEACHING	SUPERVISION	ADMINISTRATION	RESEARCH	CONSULTATION	OTHER
18 TO 24.....	3,139	93.5%	1.2%	3.6%	.3%	.1%	.3%	.9%
25 TO 29.....	12,193	83.1%	3.2%	7.1%	2.5%	.5%	.7%	3.0%
30 TO 34.....	19,142	74.7%	5.1%	9.1%	4.9%	.7%	1.2%	4.2%
35 TO 39.....	18,485	67.1%	6.3%	11.2%	7.3%	.7%	1.6%	5.8%
40 TO 44.....	16,806	61.5%	7.0%	13.0%	8.8%	.6%	1.5%	7.6%
45 TO 49.....	13,651	57.8%	6.9%	14.6%	10.3%	.5%	1.5%	8.4%
50 TO 54.....	10,317	53.8%	7.3%	16.1%	10.9%	.6%	1.3%	9.8%
55 TO 59.....	7,617	52.8%	7.8%	17.4%	10.1%	.3%	1.5%	10.1%
60 TO 64.....	4,284	52.0%	7.7%	17.5%	8.7%	.4%	1.7%	12.1%
65 & OVER.....	2,398	55.4%	6.5%	14.6%	6.8%	.4%	2.5%	13.8%
TOTAL.....	108,032	65.8%	6.0%	12.1%	7.3%	.6%	1.4%	6.8%

TOTAL NON RESPONSES... 11,627

1983 RN surveys asked RNs about their primary responsibilities. Excluding the category of "other" in each survey as well as two additional 1973 categories which were not carried forward in 1983 and 1989, Figure 16 shows that while the proportions in patient care and teaching have remained relatively stable, the proportion in supervision has declined and the proportion in administration has increased steadily.

There is very little relationship between nursing primary responsibility area and nursing credential (Table 16). With the exception of nurses with generic masters degrees only small percentage differences exist across the other credential and primary responsibility areas. With respect to generic masters degree program graduates, a lower proportion is in

Figure 17



patient care (41 percent) and higher proportions are in teaching (15 percent) and administration (20 percent). Diploma program graduates have the highest proportion in supervision (14 percent).

Two-thirds to three-quarters of those whose highest degree is a diploma, associates, or bachelors in nursing are in the area of patient care (Table 17). Much smaller proportions of these groups are in such areas as teaching, administration, research, or consultation. They do, however, constitute from one-half to two-thirds of all RNs in these areas, but this is largely because less than 10 percent of all RNs have masters or doctoral degrees. Those with such higher degrees are fairly evenly spread among patient care, teaching and administration, except that those with doctorates in nursing are much more heavily concentrated in teaching (58 percent) than in patient care (8 percent).

Those in administration have the highest rate of full-time employment (92 percent), while the lowest rate of full-time employment (63 percent) is among those in consultation. Two-thirds of those in patient care are employed on a full-time basis (Table 15).

Table 15

PRIMARY RESPONSIBILITY AND FULL-TIME PART-TIME EMPLOYMENT

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	FULL-TIME		PART-TIME	
PATIENT CARE	72,395	48,295	66.7%	24,100	33.3%
TEACHING	6,671	4,855	72.8%	1,816	27.2%
SUPERVISION	13,331	11,019	82.7%	2,312	17.3%
ADMINISTRATION	8,102	7,430	91.7%	672	8.3%
RESEARCH	613	475	77.5%	138	22.5%
CONSULTATION	1,501	945	63.0%	556	37.0%
OTHER	7,450	5,133	68.9%	2,317	31.1%
TOTAL	110,063	78,152	71.0%	31,911	29.0%
TOTAL NON RESPONSES	10,437				

Table 16

PRIMARY RESPONSIBILITY AND BASIC NURSING PREPARATION

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	DIPLOMA	ASSOCIATES DEGREE	BACHELORS DEGREE	GENERIC MASTERS DEGREE
PATIENT CARE	65.8%	61.7%	72.0%	66.1%	41.1%
TEACHING	6.1%	5.9%	4.4%	7.9%	15.0%
SUPERVISION	12.1%	13.6%	11.6%	10.2%	12.5%
ADMINISTRATION	7.3%	8.2%	5.0%	8.2%	20.2%
RESEARCH	.6%	.4%	.4%	.9%	1.4%
CONSULTATION	1.4%	1.3%	1.1%	1.6%	3.8%
OTHER	6.8%	8.8%	5.6%	5.1%	5.9%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%
TOTAL NON RESPONSES	11,043				

Table 17

HIGHEST DEGREE AND PRIMARY RESPONSIBILITY

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	PATIENT CARE	TEACHING	SUPERVISION	ADMINISTRATION	RESEARCH	CONSULTATION	OTHER
DIPLOMA	30.8%	68.1%	3.4%	13.4%	4.8%	.3%	1.0%	9.0%
ASSOCIATE	26.1%	75.8%	3.3%	11.1%	3.3%	.3%	.8%	5.5%
BACHELORS-NURSING	26.1%	69.0%	5.9%	11.3%	6.6%	.7%	1.3%	5.2%
BACHELORS-OTHER	7.3%	55.5%	6.6%	15.0%	11.8%	.7%	1.8%	8.7%
MASTERS-NURSING	5.6%	31.1%	24.4%	9.8%	23.4%	1.4%	4.5%	5.5%
MASTERS-OTHER	3.5%	32.0%	13.5%	14.1%	27.7%	1.1%	3.7%	7.9%
DOCTORATE-NURSING	.2%	8.0%	57.6%	1.1%	23.1%	6.1%	1.5%	2.7%
DOCTORATE-OTHER	.3%	27.2%	32.6%	4.8%	21.8%	3.7%	3.1%	6.8%
TOTAL	100.0%	65.8%	6.0%	12.1%	7.3%	.5%	1.4%	6.8%
TOTAL NON RESPONSES	11,884							

Table 18

MAJOR PRACTICE, CLINICAL OR TEACHING AREA AND MEAN AGE
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	PERCENT	MEAN AGE
CRITICAL CARE	16.0%	36
MEDICAL-SURGICAL	22.2%	40
GERONTOLOGY	8.5%	46
FAMILY HEALTH	1.2%	44
MATERNAL-CHILD	3.3%	40
OBSTETRICS/GYNECOLOGY	5.1%	40
PEDIATRICS	4.0%	38
NURSE MIDWIFERY	.2%	41
NURSE ANESTHESIA	.6%	43
OCCUPATIONAL HEALTH	1.2%	48
REHABILITATION	1.4%	42
COMMUNITY PUBLIC HEALTH	5.6%	42
SCHOOL NURSING	4.1%	49
PSYCHIATRIC MENTAL HEALTH	7.3%	44
OTHER	19.3%	43
TOTAL	100.0%	41

Major Practice, Teaching, or Clinical Area

The single most frequently reported major RN practice area was in the medical-surgical area with 22 percent of the RNs reporting that as their major practice area (Table 18). The second largest group, excepting those who chose "other", was the 16 percent in critical care. In descending order, other large groups were: gerontology, 8.5 percent; psychiatric mental health, 7 percent; community public health, 5.6 percent; and obstetrics-gynecology, 5 percent. The table also shows age differences among the major practice areas. Those in critical care are typically the youngest, with a mean age of 36. Slightly older but still under the mean age for all RNs, those in pediatrics have a mean age of 38. Three areas in particular have mean ages well above the overall mean of 41: gerontology, 46; occupational health, 48; and school nursing, 49.

Table 19 shows that major practice areas varies only slightly according to basic nursing preparation. Critical care and medical-surgical practice areas (the two most frequently mentioned practice areas) have roughly the same percentage of RNs with diploma, associate and baccalaureate training. The exceptions are in the areas of gerontological nursing, nurse anesthesia, occupational health and school nursing where diploma trained nurses appear to predominate. As noted earlier, diploma program graduates tend to be older than other RNs.

Table 20 shows that there are two practice areas with low proportions of full-time employment: family health (50 percent) and obstetrics-gynecology (60 percent). The two areas with the highest proportions of full-time employment are psychiatric mental health (84 percent) and nurse anesthesia (87 percent).

Table 19

MAJOR PRACTICE AREA AND BASIC NURSING PREPARATION
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

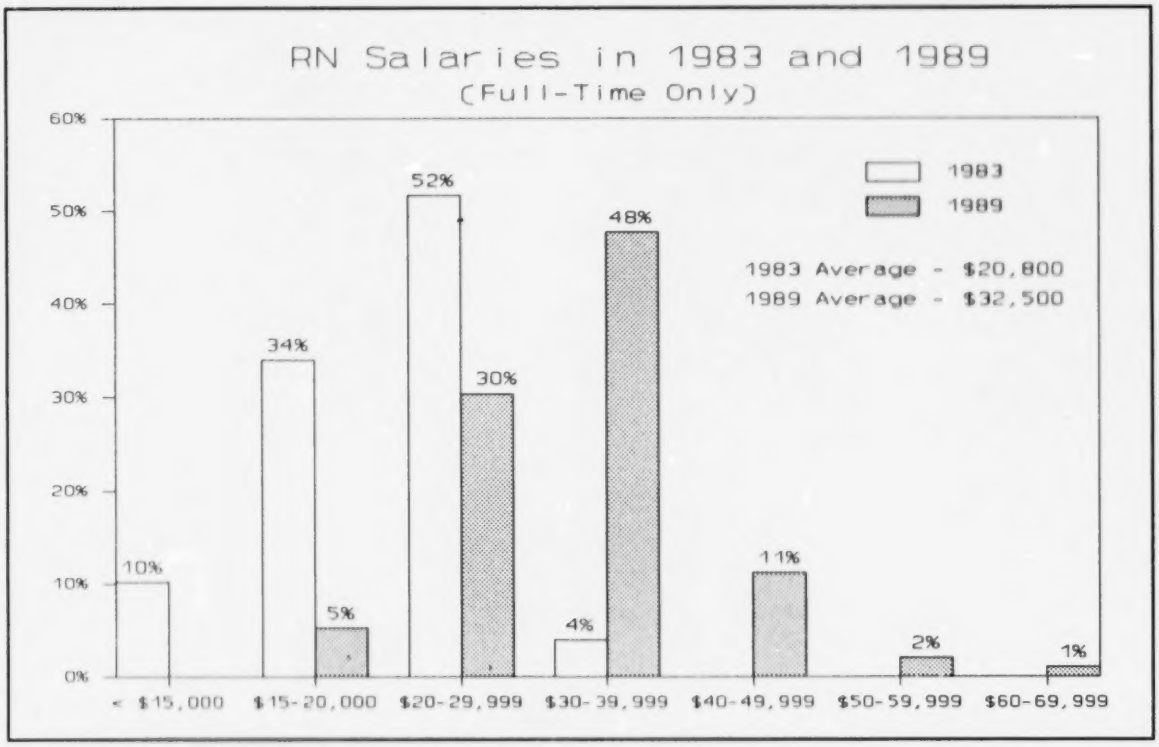
	DIPLOMA	ASSOCIATES DEGREE	BACHELORS DEGREE	GENERIC MASTERS DEGREE
CRITICAL CARE	32.4%	35.4%	31.5%	.7%
MEDICAL-SURGICAL	36.4%	35.5%	27.1%	1.0%
GERONTOLOGY	51.7%	31.2%	16.0%	1.0%
FAMILY HEALTH	48.0%	28.9%	18.6%	4.4%
MATERNAL-CHILD	39.7%	27.8%	31.1%	1.4%
OBSTETRICS/GYNECOLOGY	42.5%	32.0%	24.4%	1.1%
PEDIATRICS	34.2%	26.9%	37.3%	1.5%
NURSE MIDWIFERY	33.7%	17.4%	41.1%	7.9%
NURSE ANESTHESIA	53.9%	19.3%	23.9%	2.9%
OCCUPATIONAL HEALTH	62.4%	19.2%	16.7%	1.6%
REHABILITATION	42.5%	31.4%	25.2%	.9%
COMMUNITY PUBLIC HEALTH	33.0%	23.6%	41.3%	2.1%
SCHOOL NURSING	58.8%	18.0%	21.1%	2.0%
PSYCHIATRIC MENTAL HEALTH	38.5%	37.0%	22.2%	2.3%
OTHER	48.1%	28.1%	22.5%	1.2%
TOTAL RESPONSES	41.2%	31.2%	26.3%	1.3%
TOTAL NON RESPONSES	9,259			

Table 20

MAJOR PRACTICE AREA AND FULL-TIME PART-TIME EMPLOYMENT
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	FULL-TIME	PART-TIME
CRITICAL CARE	74.2%	25.8%
MEDICAL-SURGICAL	70.0%	30.0%
GERONTOLOGY	68.0%	32.0%
FAMILY HEALTH	49.7%	50.3%
MATERNAL-CHILD	65.2%	34.8%
OBSTETRICS/GYNECOLOGY	59.9%	40.1%
PEDIATRICS	66.0%	34.0%
NURSE MIDWIFERY	76.1%	23.9%
NURSE ANESTHESIA	87.4%	12.6%
OCCUPATIONAL HEALTH	75.6%	24.4%
REHABILITATION	75.0%	25.0%
COMMUNITY PUBLIC HEALTH	76.2%	23.8%
SCHOOL NURSING	70.0%	30.0%
PSYCHIATRIC MENTAL HEALTH	84.3%	15.7%
OTHER	71.2%	28.8%
TOTAL RESPONSES	71.3%	28.7%
TOTAL NON RESPONSES	7,901	

Figure 18



Salary

Salaries of RNs in New York State have increased in both current and in constant dollar terms over the past several years. In 1983 the average salary of a full-time employed RN was about $20,800. By 1989 the average full-time RN salary had risen to $32,500 (a 56 percent increase in six years.) Between 1983 and 1989 the Consumer Price Index (CPI) increased by about 24 percent. Thus, in inflation adjusted dollars the 1983 average salary was equal to about $25,500 in 1989 dollars for a real (inflation adjusted) average salary increase of about 28 percent (Figure 18).

A significant feature of the salary structure of RNs is its constricted range. Most RN salaries are bunched quite closely together. Almost 80 percent of full-time RNs report salaries between $20,000 and $40,000. The fact that there is not a large salary range is reflected in a lack of correlates of nursing salary. With only minor exceptions, most nursing salaries hover around the overall average ($32,000) irrespective of age, race, education, practice setting or primary responsibility. Young nurses, those under 24 for example, average about $29,000 while middle age and older nurses average about $33,000 per year. Nurses with diplomas average about $31,000 while nurses with baccalaureate degrees average about $33,000.

Table 21

NURSING SALARIES BY SELECTED VARIABLES

Age	
18-24	$29,001
25-29	$31,034
30-34	$32,361
35-39	$32,659
40-44	$33,160
45-49	$33,436
50-54	$33,440
55-59	$33,654
60-64	$33,920
65+	$34,192

Race/ Ethnicity	
Native Amer	$31,432
Asian	$34,399
Black	$34,572
Puerto Rican	$34,423
Other Hispanic	$34,246
White	$32,050

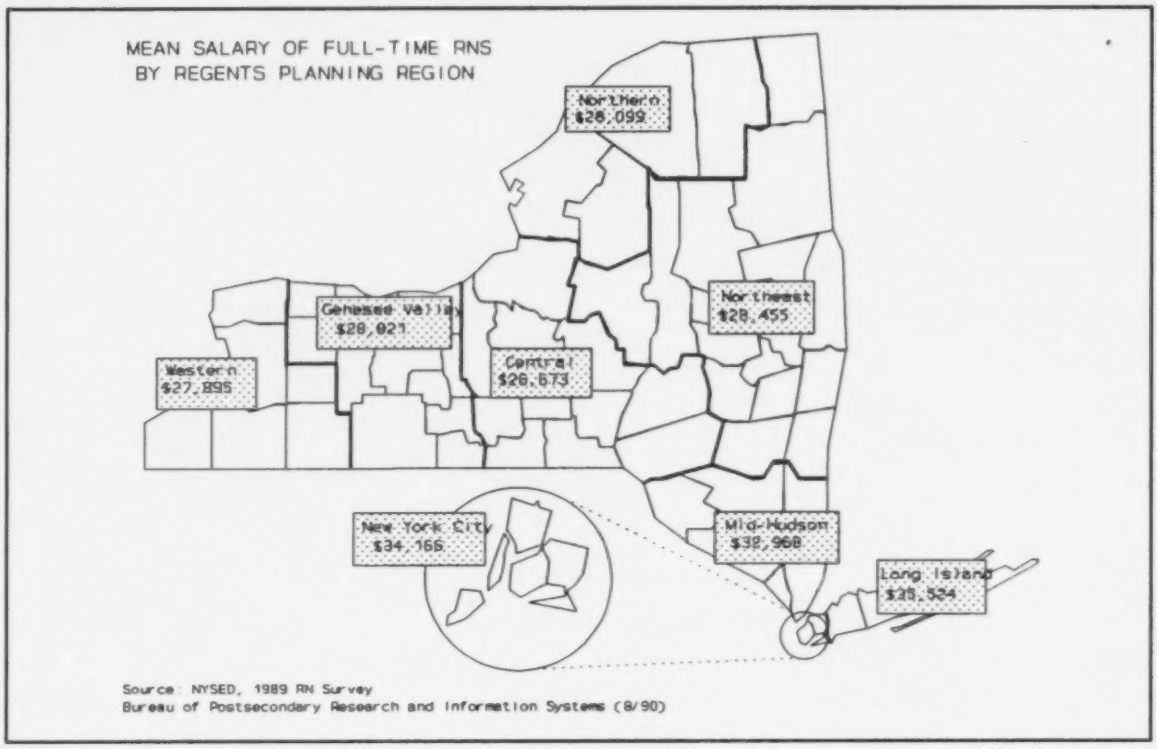
Education	
Diploma	$31,044
Associate	$30,302
Bach-Nursing	$33,117
Bach-Other	$34,527
Masters Nursing	$40,532
Masters Other	$39,663
Doc-Nursing	$48,266
Doc-Other	$44,529

Setting	
Hosp Inpatient	$33,474
Hosp Outpatient	$34,121
Nursing Home	$31,498
School of Nursing	$35,652
School Health Service	$25,198
Doctor's Office	$26,157
Community Pub Health	$31,673
Industry	$32,745
Armed Services	$32,789
Diagnostic-Treat Cent	$30,778
Temporary Agency	$35,170
Other Health	$32,153
Non-Health	$31,006

Practice	
Critical Care	$32,848
Medical-Surgical	$32,389
Gerontology	$31,673
Family Health	$27,295
Maternal/Child	$34,126
Ob/Gyn	$31,480
Pediatrics	$32,647
Midwifery	$41,837
Anesthesia	$44,711
Occ Health	$32,015
Rehabilitation	$32,616
Comm Public Health	$32,242
School Nursing	$25,082
Psych Mental Health	$34,670
Other	$33,674

Primary Responsibility	
Patient Care	$31,999
Teaching	$33,788
Supervision	$33,711
Administration	$40,833
Research	$35,429
Consultation	$34,177
Other	$29,738

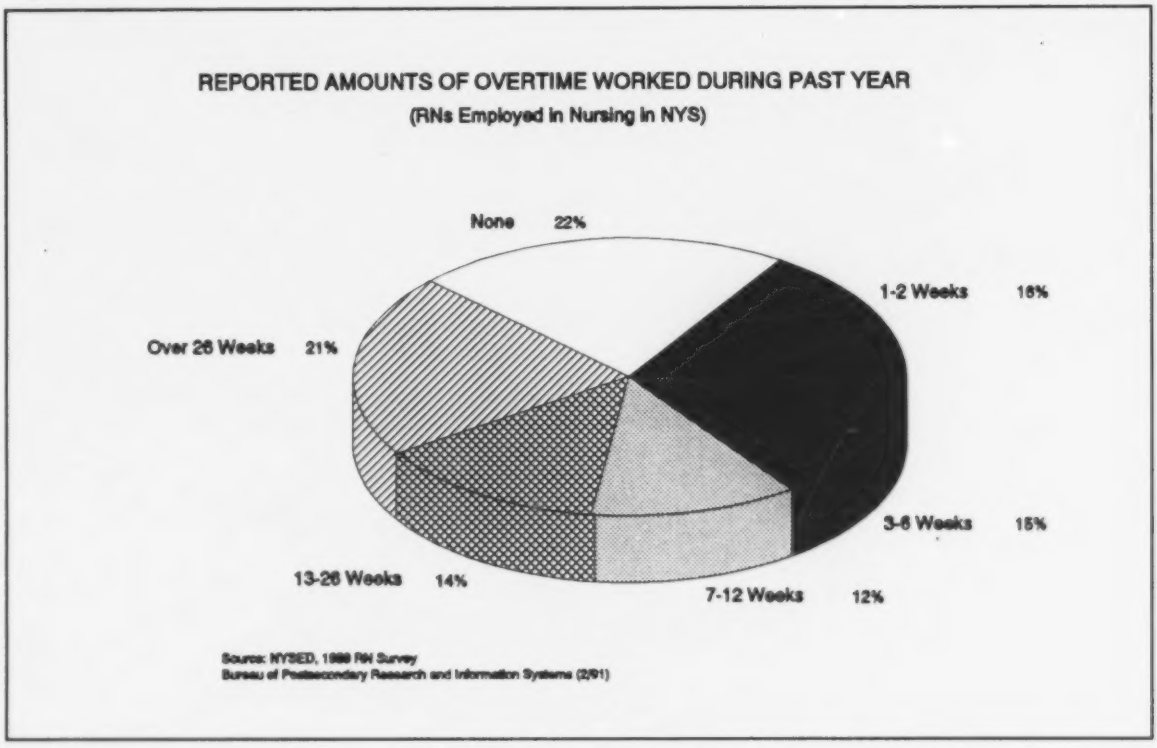
Figure 19



Nurses in administration have higher average salaries ($40,000) but all others (patient care, supervision, etc.) average in the low $30s. Nor does the practice setting appear to make much of a difference. With the exceptions of school health nurses and nurses working in physicians' offices (mid $20s), nurses in inpatient and outpatient hospital settings and in nursing homes or private industry average in the low $30s. Again, clinical practice is, with the exception of nurse midwifes and those in anesthesia, (low to mid $40s) nurses in critical care, medical-surgical or community public health average in the low $30s. (Table 21).

As one would expect given cost of living differences, down-state RNs report higher salaries than up-state RNs. RNs employed in the New York City area, including Long Island and the lower Hudson Valley reported salaries in the low to mid $30s while upstate RNs reported average salaries in the mid to upper $20s (Figure 18).

Figure 20


REPORTED AMOUNTS OF OVERTIME WORKED DURING PAST YEAR
(RNs Employed in Nursing in NYS)
None 22%
1-2 Weeks 16%
3-6 Weeks 15%
7-12 Weeks 12%
13-26 Weeks 14%
Over 26 Weeks 21%
Source: NYSED, 1998 RN Survey
Bureau of Postsecondary Research and Information Systems (2/01)

Overtime

Most nurses (78 percent of full-time employed RNs) reported working overtime with fully 21 percent reporting working more than 26 weeks in which they worked overtime in the year of the survey (Figure 19 and Table 22). The number of weeks in which overtime was worked is fairly evenly divided among the categories listed on the questionnaire, except that the most frequently mentioned amount of overtime (21 percent) was the category "more than 26 weeks", or six months, of overtime. By and large, younger RNs worked more overtime than older RNs, with the oldest group (mean age of 45) being those who reported no overtime.

A significant relationship exists between reported overtime and nursing primary responsibility areas. Eighty-three (83) percent of nurses in patient care and in 79 percent in supervisory positions reported working overtime in the previous year. Nurses in these positions also reported substantial **amounts** of overtime. Some 35 percent in patient care reported more than 13 weeks of overtime and 40 percent in supervisory positions reported that amount of overtime. Nurses in administration reported the highest percentage (31 percent) with over 26 weeks of overtime (Table 22).

42

Figure 21

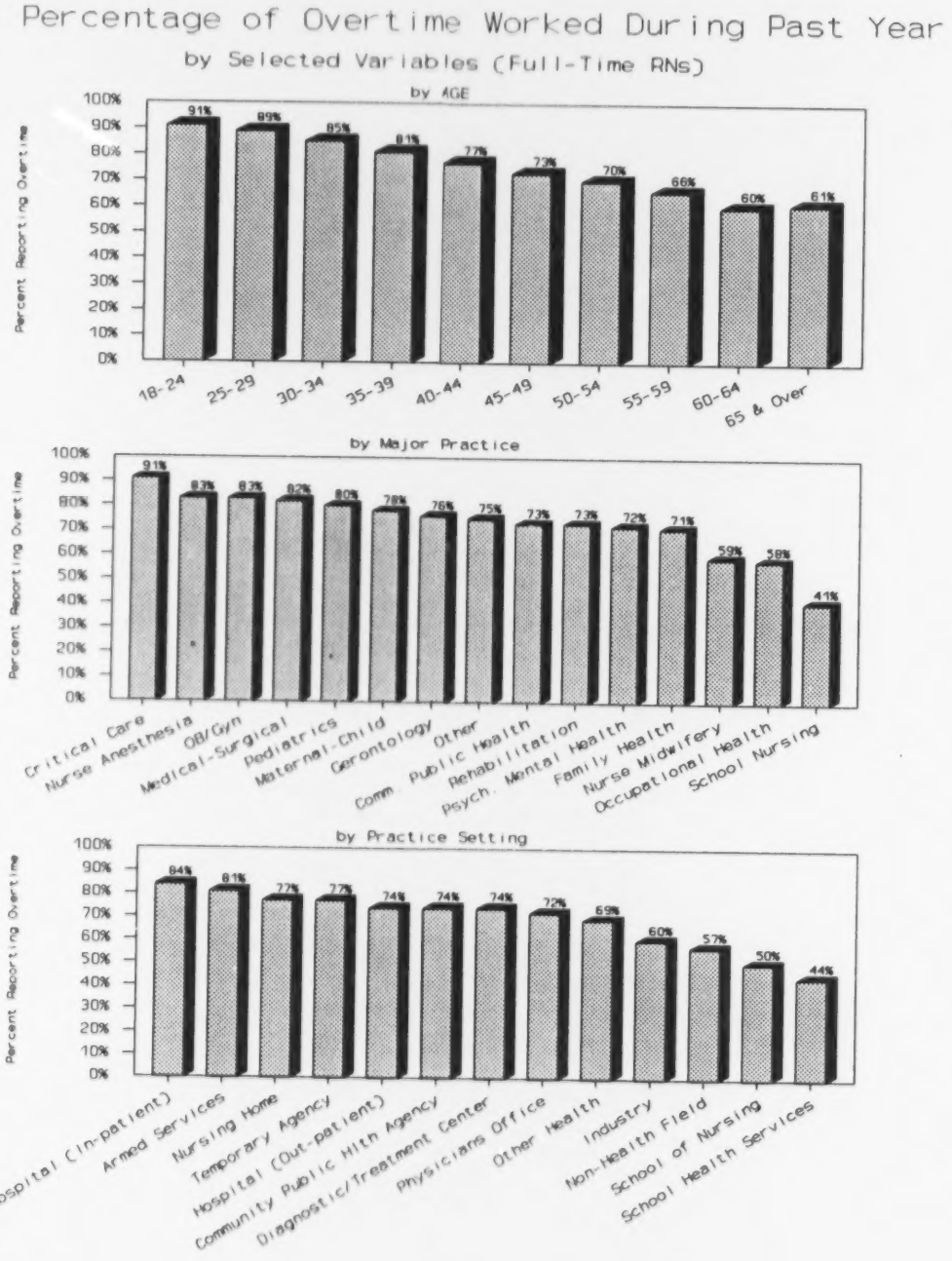

Percentage of Overtime Worked During Past Year
by Selected Variables (Full-Time RNs)
by AGE
Percent Reporting Overtime
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
91%
89%
85%
81%
77%
73%
70%
66%
60%
61%
18-24
25-29
30-34
35-39
40-44
45-49
50-54
55-59
60-64
65 & Over
by Major Practice
Percent Reporting Overtime
91%
83%
83%
82%
80%
78%
76%
75%
73%
73%
72%
71%
59%
58%
41%
Critical Care
Nurse Anesthesia
OB/Gyn
Medical-Surgical
Pediatrics
Maternal-Child
Gerontology
Other
Comm. Public Health
Rehabilitation
Psych. Mental Health
Family Health
Nurse Midwifery
Occupational Health
School Nursing
by Practice Setting
Percent Reporting Overtime
84%
81%
77%
77%
74%
74%
74%
72%
69%
60%
57%
50%
44%
Hospital (In-patient)
Armed Services
Nursing Home
Temporary Agency
Hospital (Out-patient)
Community Public Hlth Agency
Diagnostic/Treatment Center
Physicians Office
Other Health
Industry
Non-Health Field
School of Nursing
School Health Services

Table 22

NUMBER OF WEEKS OVERTIME AND PRIMARY RESPONSIBILITY
(RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

	NONE	1-2 WEEKS	3-6 WEEKS	7-12 WEEKS	13-26 WEEKS	OVER 26 WEEKS
PATIENT CARE	17.4%	18.2%	16.2%	13.5%	14.8%	19.8%
TEACHING	36.2%	13.2%	13.5%	9.8%	11.4%	15.9%
SUPERVISION	21.4%	15.1%	12.9%	11.1%	13.7%	25.8%
ADMINISTRATION	26.8%	10.4%	9.4%	9.5%	12.6%	31.3%
RESEARCH	29.7%	13.3%	10.8%	12.7%	13.3%	20.2%
CONSULTATION	39.3%	10.6%	11.9%	10.2%	10.6%	17.5%
OTHER	40.6%	13.8%	11.4%	9.1%	9.8%	15.3%
TOTAL	21.9%	16.3%	14.5%	12.2%	13.8%	21.2%

TOTAL NON RESPONSES... 8,093

Table 23

NUMBER OF WEEKS OVERTIME AND PRIMARY EMPLOYMENT SETTING
(RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

	NONE	1-2 WEEKS	3-6 WEEKS	7-12 WEEKS	13-26 WEEKS	OVER 26 WEEKS
HOSPITAL (IN-PATIENT)	15.9%	17.4%	15.8%	13.4%	15.1%	22.5%
HOSPITAL (OUT-PATIENT)	25.9%	14.7%	13.0%	11.7%	13.6%	21.0%
NURSING HOME	22.9%	17.9%	13.6%	10.6%	12.2%	22.7%
SCHOOL OF NURSING	50.5%	7.4%	8.7%	8.3%	10.0%	15.1%
SCHOOL HEALTH SERVICES	56.1%	15.2%	9.4%	5.2%	6.0%	8.0%
PHYSICIANS OFFICE	28.2%	10.1%	11.7%	9.5%	11.0%	29.5%
COMMUNITY PUBLIC HLTH AGCY	26.3%	13.3%	13.9%	13.3%	12.9%	20.3%
INDUSTRY	39.9%	12.9%	11.2%	8.6%	10.9%	16.5%
ARMED SERVICES	19.2%	9.6%	9.6%	9.6%	17.3%	34.6%
DIAGNOSTIC OR TREATMENT CTR	25.7%	14.6%	11.2%	11.8%	12.7%	24.0%
TEMPORARY AGENCY	23.2%	11.7%	18.8%	14.1%	13.4%	18.8%
OTHER HEALTH FIELD	31.1%	16.2%	13.4%	10.9%	11.8%	16.5%
NON-HEALTH FIELD	43.2%	14.6%	9.5%	6.0%	9.5%	17.1%
TOTAL	21.7%	16.3%	14.6%	12.3%	13.8%	21.3%

TOTAL NON RESPONSES..... 6,130

Table 24

NUMBER OF WEEKS OVERTIME AND MAJOR PRACTICE AREA
(RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

	NONE	1-2 WEEKS	3-6 WEEKS	7-12 WEEKS	13-26 WEEKS	OVER 26 WEEKS
CRITICAL CARE	9.4%	14.7%	16.7%	15.4%	18.0%	25.8%
MEDICAL-SURGICAL	17.8%	17.4%	15.7%	12.6%	14.0%	22.5%
GERONTOLOGY	23.5%	17.3%	14.4%	10.5%	12.2%	22.1%
FAMILY HEALTH	29.1%	14.0%	11.2%	9.1%	11.9%	24.8%
MATERNAL-CHILD	22.3%	19.1%	15.9%	13.0%	13.6%	16.1%
OBSTETRICS/GYNECOLOGY	17.1%	17.0%	14.3%	12.8%	16.8%	22.0%
PEDIATRICS	19.9%	19.6%	17.0%	12.9%	13.7%	16.9%
NURSE MIDWIFERY	40.7%	7.4%	5.9%	7.4%	13.3%	25.2%
NURSE ANESTHESIA	17.3%	8.8%	9.0%	11.1%	12.4%	41.5%
OCCUPATIONAL HEALTH	41.6%	15.9%	10.4%	8.4%	9.6%	14.0%
REHABILITATION	27.4%	19.5%	15.4%	10.5%	10.8%	16.3%
COMMUNITY PUBLIC HEALTH	26.6%	13.0%	14.1%	13.4%	13.1%	19.7%
SCHOOL NURSING	58.0%	15.5%	9.6%	4.7%	5.0%	7.2%
PSYCHIATRIC MENTAL HLTH	28.1%	20.9%	14.0%	11.4%	11.8%	13.8%
OTHER	25.0%	14.7%	12.9%	11.7%	13.1%	22.5%
TOTAL	22.1%	16.4%	14.5%	12.3%	13.7%	21.0%

TOTAL NON RESPONSES..... 6,526

Table 25

NUMBER OF WEEKS OVERTIME AND AGE GROUP
(RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

	NONE	1-2 WEEKS	3-6 WEEKS	7-12 WEEKS	13-26 WEEKS	OVER 26 WEEKS
18 TO 24	8.6%	21.7%	19.6%	15.1%	15.8%	19.2%
25 TO 29	10.7%	17.3%	17.6%	15.5%	17.7%	21.2%
30 TO 34	14.6%	15.9%	16.4%	14.5%	15.8%	22.7%
35 TO 39	18.8%	15.1%	14.6%	12.7%	15.0%	23.8%
40 TO 44	22.9%	15.1%	13.5%	11.8%	13.2%	23.4%
45 TO 49	26.6%	16.9%	13.3%	10.4%	12.1%	20.7%
50 TO 54	30.3%	16.8%	12.7%	10.4%	11.4%	18.3%
55 TO 59	34.3%	16.7%	12.8%	9.0%	10.0%	17.2%
60 TO 64	39.9%	17.5%	11.2%	8.3%	8.3%	14.7%
65 & OVER	38.8%	15.7%	12.2%	7.9%	9.6%	15.8%
TOTAL	21.9%	16.4%	14.6%	12.2%	13.8%	21.1%
TOTAL NON RESPONSES	3,314					

Table 23 shows the distribution of overtime according to primary employment setting. Large proportions of those employed in schools of nursing (51 percent), school health services (56 percent), industry (40 percent), and non-health fields (43 percent) reported no overtime while only 16 percent of those employed in an inpatient hospital setting reported no overtime. Even RNs working in physicians offices reported substantial amounts of overtime (30 percent reported more than 26 weeks of overtime). Similarly, 24 percent of those in diagnostic or treatment centers, and 23 percent of those in nursing homes or inpatient hospital settings reported working more than 26 weeks in which they worked overtime.

As demonstrated by Table 24, an RN's major practice or clinical area appears to have the greatest effect on the amount of overtime. Only 9 percent of those in critical care reported no overtime, while 26 percent reported more than 26 weeks in which they worked overtime. Fifty-eight percent of those in school nursing reported none, while only 7 percent reported over 26 weeks. Forty-two percent of those in occupational health and 41 percent of those in nurse midwifery reported no overtime. The practice area with the greatest amount of overtime was nurse anesthesia, with 42 percent reporting more than 26 weeks.

Plans on Leaving Nursing

Basic to the issue of ensuring an adequate supply of RNs is not only the supply of **new** RNs, but the **retention** of nurses who are presently practicing nursing. The questionnaire asked RNs to indicate their future plans with respect to remaining in nursing. Clearly plans and intentions change over time so responses to the question are just that; intentions at the time the nurse completed the questionnaire. Nevertheless, the information is interesting and does shed light on an important issue in nursing supply.

Tables 26 thru 29 indicate that few nurses who are currently employed in nursing in New York State are planning on leaving nursing. Overall, only seven percent reported that

Table 26

PERCENT OF RNs PLANNING TO LEAVE NURSING BY SELECTED VARIABLES

Region	Pct. Indicating Planning to Leave	Pct. Reporting Uncertainty
Western	6%	23%
Genesee Valley	6%	23%
Central	6%	24%
Northern	7%	23%
Northeast	6%	23%
Mid-Hudson	7%	27%
New York City	9%	32%
Long Island	7%	26%
Amount of Overtime		
None	7%	26%
1 to 2 Weeks	7%	27%
3 to 6 Weeks	7%	28%
7 to 12 Weeks	8%	28%
13 to 26 Weeks	8%	28%
Over 26 Weeks	8%	27%
Age		
< 25	5%	24%
26-30	8%	29%
31-40	7%	28%
41-50	5%	25%
51-60	7%	24%
Over 60	15%	35%
Education		
Diploma	7%	26%
Associate	7%	28%
Bach.-Nursing	8%	29%
Bach.-Other	10%	30%
Masters-Nursing	5%	19%
Masters-Other	11%	27%
Doctorate-Nursing	4%	9%
Doctorate-Other	15%	19%

Full-Time/Part-Time	Pct. Indicating Planning to Leave	Pct. Reporting Uncertainty
Full Time	7%	27%
Part Time	7%	28%
Salary		
<$20,000	7%	27%
$20-29,999	7%	27%
$30-39,999	8%	28%
$40-49,999	8%	23%
$50-59,999	8%	23%
$60-69,999	9%	21%
$70-79,999	6%	16%
Over $80,000	6%	12%
Race-Ethnicity		
Native American	10%	27%
Asian	9%	42%
Black	9%	34%
Hispanic (Puerto Rican)	9%	33%
Hispanic (Other)	11%	33%
White	7%	24%
Primary Work Setting		
Hospital (Inpatient)	8%	28%
Hospital (Outpatient)	8%	26%
Nursing Home	7%	27%
School of Nursing	6%	17%
School Health Services	6%	21%
Physician's Office	4%	23%
Community Public Health	7%	25%
Industry	7%	27%
Armed Services	6%	26%
Diag./Treatment Center	6%	24%
Temporary Agency	13%	31%
Other Health Agency	6%	27%
Non-Health	12%	33%

Table 27

PLANS ON LEAVING NURSING BY MAJOR PRACTICE AREA

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	YES, LEAVING NURSING	DON'T KNOW -UNCERTAIN
CRITICAL CARE	9.2%	29.9%
MEDICAL-SURGICAL	6.6%	27.7%
GERONTOLOGY	7.6%	26.5%
FAMILY HEALTH	4.8%	22.1%
MATERNAL-CHILD	7.3%	27.0%
OBSTETRICS/GYNECOLOGY	6.4%	24.4%
PEDIATRICS	6.0%	25.0%
NURSE MIDWIFERY	3.9%	11.7%
NURSE ANESTHESIA	5.5%	22.3%
OCCUPATIONAL HEALTH	6.3%	25.3%
REHABILITATION	6.5%	25.7%
COMMUNITY PUBLIC HEALTH	6.6%	24.5%
SCHOOL NURSING	5.6%	21.8%
PSYCHIATRIC MENTAL HEALTH	8.3%	26.9%
OTHER	7.3%	27.6%
TOTAL	7.3%	27.0%

Table 28

PLANS ON LEAVING NURSING BY PRIMARY RESPONSIBILITY
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	YES, LEAVING NURSING	DON'T KNOW -UNCERTAIN
PATIENT CARE	7.4%	28.0%
TEACHING	6.4%	22.7%
SUPERVISION	7.6%	25.4%
ADMINISTRATION	7.2%	22.4%
RESEARCH	10.3%	25.4%
CONSULTATION	5.6%	26.1%
OTHER	6.3%	28.6%

Table 29

PLANS ON LEAVING NURSING BY PRIMARY WORK SETTING
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

PRIMARY EMPLOYMENT SETTING	YES, LEAVING NURSING	DON'T KNOW -UNCERTAIN
HOSP.(INPATIENT)	7.6%	28.3%
HOSP.(OUTPATIENT)	7.6%	25.5%
NURSING HOME	7.4%	27.0%
SCHOOL OF NURSING	5.5%	17.1%
SCHOOL HEALTH SERVICES	5.7%	21.4%
PHYSICIANS OFFICE	3.9%	23.2%
COMM. PUBLIC HLTH AGENCY	6.5%	24.6%
INDUSTRY	6.9%	27.0%
ARMED SERVICES	6.4%	25.6%
DIAGNOSTIC-TREATMENT CTR.	6.4%	24.2%
TEMPORARY AGENCY	13.4%	31.0%
OTHER HEALTH FIELD	6.3%	26.8%
NON-HEALTH FIELD	11.7%	33.3%

they were planning on leaving nursing. When we include "uncertainty" about remaining in nursing employment the figure jumps to 27 percent.

When we examine intentions by selected personal and professional and practice characteristics we find that there is not a great deal of variation within or across the variables. About seven to nine percent of nurses across the various Regions of the State indicate that they were planning on leaving nursing. Whether nurses worked a great deal of overtime or no overtime is unrelated to future employment intentions. Seven percent of those who worked no overtime and eight percent of those who reported more than 26 weeks of overtime reported they were thinking about leaving nursing employment. Similarly with respect to salary; seven percent of those making under $7,000 and six percent of those making over $80,000 were thinking about leaving nursing. By and large the same holds true for age, education, race, full-time/part-time status, and employment practice area, setting and primary responsibility.

Table 30

ALL SURVEY RESPONDENTS BY EMPLOYMENT IN NURSING

	NUMBER	PERCENT
EMPLOYED IN NURSING.....	142,206	80.7%
NOT EMPLOYED IN NURSING...	33,985	19.3%
TOTAL.....	176,191	100.0%
TOTAL NON RESPONSES.....	555	

Table 31

STATUS OF RNs NOT EMPLOYED IN NURSING

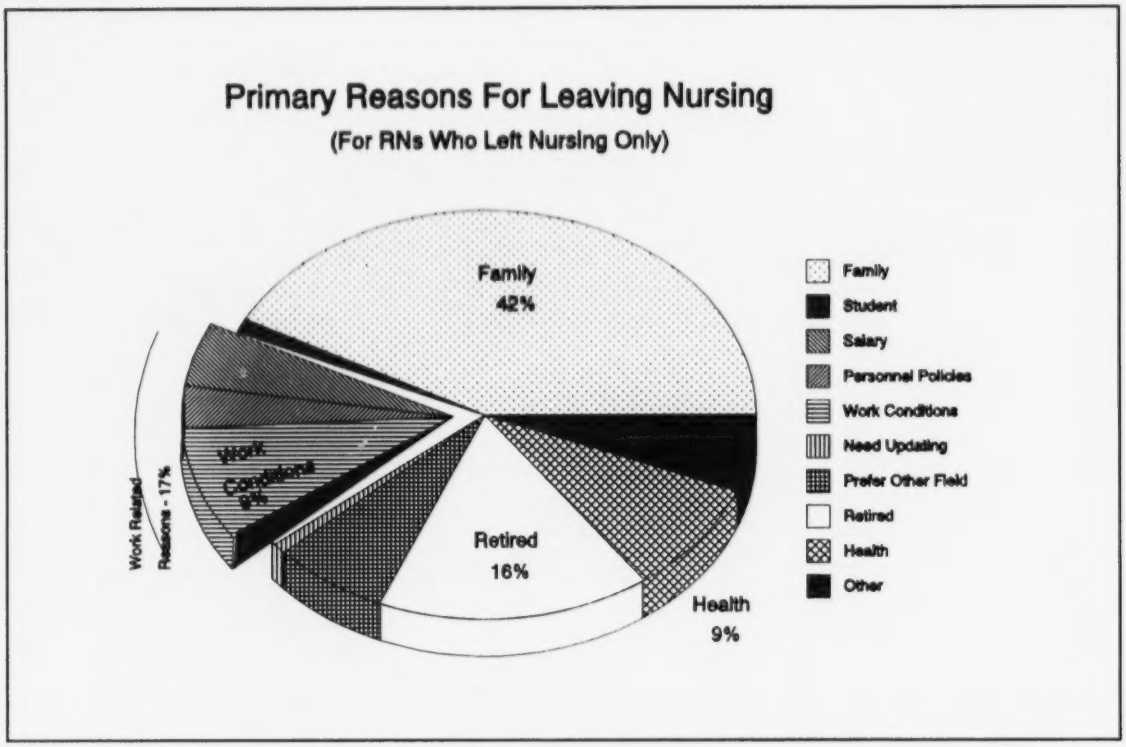
EMPLOYED IN OTHER FIELD.....	31%
UNEMPLOYED, NOT SEEKING NURSING POSITION.....	54%
UNEMPLOYED, SEEKING NURSING POSITION.....	15%
	100%

RNs Not Employed In Nursing

The questionnaire asked RNs to indicate whether or not they were employed in nursing and if they were not employed why they had left nursing as well as whether or not they had any intention of returning to nursing. Nearly 34,000 or 19 percent of all respondents reported that they were not currently employed in nursing (Table 30). This is a measure of non-employment in nursing among those RNs who *renewed* their registration to practice in the State during the three-year period ending August 31, 1989. It does not tell us how many individuals there are in New York State who were educated as an RN and who may have at one time been registered to practice in the State but were either not registered at the time of the 1988-89 registration mailing or who were registered in 1988 but did not renew their registration to practice.

White RNs are considerably more likely to report not being employed in nursing (22 percent) compared to 10 to 15 percent for the other racial/ethnic groups. Age is also related to employment status with the percent not employed in nursing increasing with age from 3 percent of those aged 18 to 24, to 66 percent of those over age 65. Basic nursing preparation is also related to nursing employment status with 24 percent of both diploma trained and those with generic masters degrees not employed in nursing. At least a partial

Figure 22



explanation for the relatively high percentage for diploma RNs is the fact that diploma RNs are older and older RNs are less likely to still be employed in nursing.

Of those who were not employed in nursing, more than one-half (54 percent) stated that they were unemployed and were not seeking employment in nursing. One-quarter of these RNs are over age 65 and are presumably retired. Only 15 percent the unemployed indicated they were seeking nursing employment while 31 percent indicated that they were employed in another field.

When asked if they planned to return to nursing some time in the future, only 20 percent indicated that they had *no* plans to return to nursing. Thirty-two (32) percent said they did plan to return and 48 percent indicated that they were uncertain. The primary reason given for leaving nursing was family responsibility with 42 percent giving that reason (Figure 21 and Table 32). Seventeen percent indicated that they left because of work related reasons ("salary unacceptable", or "personnel policies" or "work conditions"). Consistent with the primacy of "family" related reasons for leaving nursing, Table 33 shows that younger nurses who are not employed in nursing are much more likely to indicate they have plans to return to nursing than older nurses. Sixty to 75 percent of nurses under age

30 who are not presently in nursing indicated that they had plans to return to nursing compared to under 30 percent for nurses over age 50. Of those who indicate that they plan on returning to nursing, 42 percent indicated that they planned to return within a year, 24 percent indicated one to three years and 34 percent were uncertain when they might return.

Table 35 crosses reasons for leaving nursing with likelihood of returning. Only 9 percent of those who listed "student" or "family responsibility" indicated that they had no plans to return to nursing. Those for who salary or working conditions was a reason for leaving nursing were less likely to think they would return (20 percent indicating no plans) but still, 80 percent of this group either indicated that they planned to return (25 percent) or were uncertain about returning (55 percent). It is nurses who listed retirement and preference for other fields who are least likely to think they will return to nursing.

Table 32

PLANS TO RETURN TO NURSING

YES.....	32%
NO.....	20%
UNCERTAIN.....	48%
	100%

Table 33

PERCENT OF UNEMPLOYED REGISTERED NURSES WHO PLAN TO RETURN TO NURSING OR ARE UNCERTAIN BY AGE

AGE	PLAN TO RETURN	UNCERTAIN
18-24	75%	18%
25-29	65%	26%
30-34	60%	30%
35-39	53%	38%
40-44	38%	48%
45-49	31%	56%
50-54	27%	58%
55-59	20%	59%
60-64	15%	60%
65 and OVER	8%	41%

Table 34

OF NURSES PLANNING TO RETURN TO NURSING TIME FRAME OF INTENTIONS

LESS THAN SIX MONTHS	32%
7 to 11 MONTHS	10%
1 to 3 YEARS	24%
DON'T KNOW	34%

Table 35

PRIMARY REASON FOR LEAVING NURSING AND PLANS TO RETURN

(RNS NOT EMPLOYED IN NURSING)

	YES		NO		UNCERTAIN	
FAMILY RESPONSIBILITY...	6,012	46.8%	1,096	8.5%	5,747	44.7%
STUDENT.....	241	62.6%	36	9.4%	108	28.1%
SALARY UNACCEPTABLE.....	405	25.0%	325	20.0%	893	55.0%
PERSONNEL POLICIES.....	193	23.9%	162	20.1%	452	56.0%
WORK CONDITIONS.....	650	23.9%	552	20.3%	1,512	55.7%
NEED UPDATING.....	85	26.0%	39	11.9%	203	62.1%
PREFER OTHER FIELD.....	322	14.3%	694	30.9%	1,233	54.8%
RETIRED.....	349	6.9%	2,379	47.3%	2,299	45.7%
HEALTH.....	752	28.2%	521	19.5%	1,394	52.3%
OTHER.....	805	40.9%	238	12.1%	927	47.1%
TOTAL.....	9,814	32.0%	6,042	19.7%	14,768	48.2%

Table 36

RACIAL/ETHNIC ORIGIN AND EMPLOYMENT IN NURSING

(ALL SURVEY RESPONDENTS)

	TOTAL	EMPLOYED IN NURSING		NOT EMPLOYED IN NURSING	
NATIVE AMERICAN.....	384	326	84.9%	58	15.1%
ASIAN.....	11,644	10,820	92.9%	824	7.1%
BLACK.....	18,865	17,124	90.8%	1,741	9.2%
PUERTO RICAN.....	1,925	1,684	87.5%	241	12.5%
OTHER HISPANIC.....	1,389	1,240	89.3%	149	10.7%
WHITE.....	139,490	108,961	78.1%	30,529	21.9%
TOTAL.....	173,697	140,155	80.7%	33,542	19.3%
TOTAL NON RESPONSES...	2,494				

Table 37

AGE GROUP AND EMPLOYMENT IN NURSING

(ALL SURVEY RESPONDENTS)

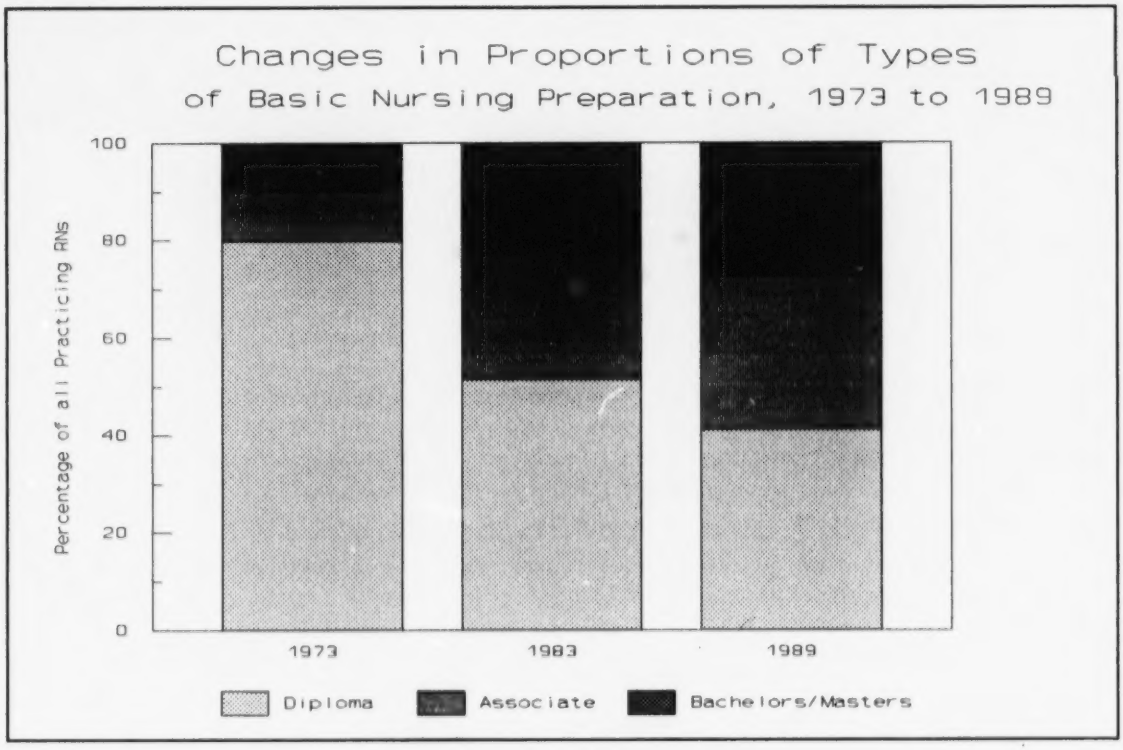
	TOTAL	EMPLOYED IN NURSING		NOT EMPLOYED IN NURSING	
18 TO 24.....	3,716	3,619	97.4%	97	2.6%
25 TO 29.....	15,988	14,929	93.4%	1,059	6.6%
30 TO 34.....	27,370	23,787	86.9%	3,583	13.1%
35 TO 39.....	27,884	23,575	84.5%	4,309	15.5%
40 TO 44.....	25,694	21,833	85.0%	3,861	15.0%
45 TO 49.....	21,563	18,194	84.4%	3,369	15.6%
50 TO 54.....	16,726	13,743	82.2%	2,983	17.8%
55 TO 59.....	13,333	10,027	75.2%	3,306	24.8%
60 TO 64.....	9,703	5,653	58.3%	4,050	41.7%
65 & OVER.....	9,456	3,224	34.1%	6,232	65.9%
TOTAL.....	171,433	138,584	80.8%	32,849	19.2%
TOTAL NON RESPONSES...	4,758				

Table 38

BASIC NURSING PREPARATION AND EMPLOYMENT IN NURSING
(ALL SURVEY RESPONDENTS)

	TOTAL	EMPLOYED IN NURSING		NOT EMPLOYED IN NURSING	
DIPLOMA	78,487	59,033	75.2%	19,454	24.8%
ASSOCIATES DEGREE	48,185	42,233	87.6%	5,952	12.4%
BACHELORS DEGREE	44,622	37,286	83.6%	7,336	16.4%
GENERIC MASTERS DEGREE	2,519	1,917	76.1%	602	23.9%
TOTAL	173,813	140,469	80.8%	33,344	19.2%
TOTAL NON RESPONSES	2,378				

Figure 23



Nursing Education

Basic Nursing Preparation

In 1973 nearly 80 percent of RNs had received their basic nursing preparation in a diploma program. Ten years later this percentage dropped to slightly more that 51 percent and by 1989 only 41 percent of RNs reported a diploma program as their basic nursing preparation (Figure 22 and Table 39). Conversely, while the number of diploma trained RNs has declined, the number of associate and baccalaureate trained nurses has increased. Currently 31 percent of RNs who are employed in nursing in New York State have completed an associate degree program, triple the proportion of 1973 (10 percent), and 27 percent have completed a bachelors or masters degree program, over two and a half times as many as in 1973 (10 percent). Looked at in another way, the number of active diploma trained nurses increased only 12 percent between 1973 and 1989 (they actually declined between 1983 and 1989) while the number with an associates degree increased by 575 percent and those with a baccalaureate degree grew by 456 percent.

Table 39

BASIC NURSING PREPARATION AND AGE
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
DIPLOMA.....	49,056	41.2%	46
ASSOCIATES DEGREE.....	37,350	31.4%	39
BACHELORS DEGREE.....	31,117	26.1%	36
GENERIC MASTERS DEGREE...	1,551	1.3%	43
TOTAL.....	119,074	100.0%	41
TOTAL NON RESPONSES.....	1,426		

Although the proportion of RNs whose basic preparation was a diploma program has been declining, it should be noted that they still represent the largest proportion of RNs in practice in the State (41 percent).

Approximately 77 percent of the RNs employed in nursing in New York completed their basic preparation in New York State while 10 percent completed their basic preparation in another U.S. state and 13 percent in a foreign country. Over 80 percent (84 percent) of foreign trained RNs are black or Asian. As one might expect, nearly 90 percent of all Asian RNs received their training in a foreign country. Somewhat more surprising however is the fact that 32 percent of black RNs, and 23 percent of non-Puerto Rican Hispanic RNs completed their basic nursing education in a foreign country. By contrast, over 85 percent of all white and Puerto Rican RNs completed their basic preparation in New York State.

In all eight Regents Regions of the State, diploma trained nurses represent the largest group of nurses in practice. In seven regions, the second and third largest proportions are graduates of associate degree and bachelors degree programs, respectively. Only in the New York City region do graduates of bachelors degree programs outnumber graduates of associate degree programs. Slightly more than one percent of all RNs are graduates of generic masters degree programs, and 50 percent of them are located in the New York City region. (See appendix Table A-3.)

By and large RNs have not sought advanced degrees beyond their basic nursing preparation. For 75 to 82 percent of RNs, their nursing degree is the highest degree they hold. As shown in Table 43, seventy-five percent of those whose basic nursing preparation was a diploma program report that the diploma is the highest credential held; 81 percent of those completing an associate degree program report that degree as the highest held; and 82 percent of those completing a bachelors program report the bachelors degree to be the highest credential held. A master's degree, whether in nursing or some other field, is the highest degree held by only 9 percent of the RNs practicing in the State; only one-half of one percent hold doctorates (Table 43).

Table 40

LOCATION OF BASIC NURSING PROGRAM AND AGE

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
NEW YORK STATE.....	89,246	76.6%	41
OTHER U.S. STATE.....	12,009	10.3%	43
FOREIGN COUNTRY.....	15,259	13.1%	44
TOTAL.....	116,514	100.0%	41
TOTAL NON RESPONSES...	3,986		

Table 41

RACE AND LOCATION OF BASIC NURSING PROGRAM

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL			NEW YORK STATE			OTHER U.S. STATE			FOREIGN COUNTRY		
NATIVE AMERICAN....	266	.2%	100.0%	209	.2%	78.6%	22	.2%	8.3%	35	.2%	13.2%
ASIAN.....	8,893	7.7%	100.0%	807	.9%	9.1%	136	1.1%	1.5%	7,950	53.1%	89.4%
BLACK.....	14,217	12.4%	100.0%	8,954	10.2%	63.0%	669	5.6%	4.7%	4,594	30.7%	32.3%
PUERTO RICAN.....	1,396	1.2%	100.0%	1,232	1.4%	88.3%	125	1.0%	9.0%	39	.3%	2.8%
OTHER HISPANIC.....	1,026	.9%	100.0%	707	.8%	68.9%	84	.7%	8.2%	235	1.6%	22.9%
WHITE.....	89,122	77.6%	100.0%	76,120	86.5%	85.4%	10,870	91.3%	12.2%	2,132	14.2%	2.4%
COLUMN TOTALS.....	114,920	100.0%	100.0%	88,029	100.0%	76.6%	11,906	100.0%	10.4%	14,985	100.0%	13.0%
TOTAL NON RESPONSES...	5,580											

Table 42

BASIC NURSING PREPARATION AND LOCATION OF PROGRAM

(RNS EMPLOYED IN NURSING BY IN NEW YORK STATE)

	TOTAL			NEW YORK STATE		OTHER U.S. STATE		FOREIGN COUNTRY	
DIPLOMA.....	47,569	41.3%	100.0%	32,552	68.4%	5,980	12.6%	9,037	19.0%
ASSOCIATES DEGREE.....	36,030	31.2%	100.0%	33,703	93.5%	1,744	4.8%	583	1.6%
BACHELORS DEGREE.....	30,223	26.2%	100.0%	21,162	70.0%	3,950	13.1%	5,111	16.9%
GENERIC MASTERS DEGREE..	1,493	1.3%	100.0%	1,086	72.7%	222	14.9%	185	12.4%
COLUMN TOTALS.....	115,315	100.0%	100.0%	88,503	76.7%	11,896	10.3%	14,916	12.9%
TOTAL NON RESPONSES.....	5,185								

Table 43

HIGHEST DEGREE AND BASIC NURSING PREPARATION
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

			BASIC NURSING PREPARATION							
	TOTAL		DIPLOMA		ASSOCIATES		BACHELORS		GENERIC MASTERS	
HIGHEST DEGREE HELD										
DIPLOMA	36,264	31.0%	36,209	74.8%	44	.1%	11	.0%		
ASSOCIATE	30,841	26.3%	865	1.8%	29,959	80.9%	17	.1%		
BACHELORS-NURSING	30,281	25.9%	3,291	6.8%	2,396	6.5%	24,583	81.5%	11	.7%
BACHELORS-OTHER	8,570	7.3%	4,151	8.6%	3,134	8.5%	1,278	4.2%	7	.5%
MASTERS-NURSING	6,452	5.5%	1,858	3.8%	700	1.9%	2,838	9.4%	1,056	70.6%
MASTERS-OTHER	4,009	3.4%	1,704	3.5%	740	2.0%	1,158	3.8%	407	27.2%
DOCTORATE-NURSING	284	.2%	147	.3%	23	.1%	110	.4%	4	.3%
DOCTORATE-OTHER	373	.3%	155	.3%	48	.1%	160	.5%	10	.7%
COLUMN TOTALS	117,074	100.0%	48,380	100.0%	37,044	100.0%	30,155	100.0%	1,495	100.0%
TOTAL NON RESPONSES	3,426									

Table 44

BASIC NURSING PREPARATION AND CURRENT ENROLLMENT
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL		BACHELORS-NURSING		BACHELORS-OTHER		MASTERS-NURSING		MASTERS-OTHER		DOCTORATE-NURSING		DOCTORATE-OTHER	
DIPLOMA	6,176	100.0%	2,924	47.3%	1,663	26.9%	555	9.0%	778	12.6%	114	1.8%	142	2.3%
ASSOCIATES DEGREE	6,998	100.0%	4,267	61.0%	1,458	20.8%	547	7.8%	594	8.5%	47	.7%	85	1.2%
BACHELORS DEGREE	3,821	100.0%	216	5.7%	74	1.9%	2,013	52.7%	1,219	31.9%	132	3.5%	167	4.4%
GENERIC MASTERS DEGREE	114	100.0%	2	1.8%	2	1.8%	35	30.7%	28	24.6%	14	12.3%	33	28.9%
TOTAL	17,109	100.0%	7,409	43.3%	3,197	18.7%	3,150	18.4%	2,619	15.3%	307	1.8%	427	2.5%
TOTAL NON RESPONSES	103,391													

Table 45

HIGHEST DEGREE HELD AND AGE

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
DIPLOMA	36,377	30.8%	46
ASSOCIATE	31,009	26.2%	38
BACHELORS-NURSING	30,672	26.0%	36
BACHELORS-OTHER	8,805	7.5%	45
MASTERS-NURSING	6,542	5.5%	43
MASTERS-OTHER	4,110	3.5%	47
DOCTORATE-NURSING	290	.2%	51
DOCTORATE-OTHER	382	.3%	48
TOTAL	118,187	100.0%	41
TOTAL NON RESPONSES	2,313		

Table 46

LPN LICENSURE OF RNS

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
PREVIOUSLY LPN	35,019	31.1%	37
NOT LPN	77,619	68.9%	43
TOTAL	112,638	100.0%	41
TOTAL NON RESPONSES	7,862		

Table 47

RACE AND PREVIOUS LICENSURE AS LPN

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	PREVIOUSLY LPN		NOT LPN	
NATIVE AMERICAN	244	115	47.1%	129	52.9%
ASIAN	8,502	3,491	41.1%	5,011	58.9%
BLACK	13,288	5,881	44.3%	7,407	55.7%
PUERTO RICAN	1,326	712	53.7%	614	46.3%
OTHER HISPANIC	981	409	41.7%	572	58.3%
WHITE	86,850	23,839	27.4%	63,011	72.6%
TOTAL	111,191	34,447	31.0%	76,744	69.0%
TOTAL NON RESPONSES	9,309				

Table 48

HIGHEST DEGREE AND PREVIOUS LICENSURE AS LPN
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	PREVIOUSLY LPN		NOT LPN	
DIPLOMA.....	33,995	5,788	17.0%	28,207	83.0%
ASSOCIATE.....	28,995	14,567	50.2%	14,428	49.8%
BACHELORS-NURSING.....	28,864	10,067	34.9%	18,797	65.1%
BACHELORS-OTHER.....	8,188	2,033	24.8%	6,155	75.2%
MASTERS-NURSING.....	6,183	1,203	19.5%	4,980	80.5%
MASTERS-OTHER.....	3,804	730	19.2%	3,074	80.8%
DOCTORATE-NURSING.....	278	16	5.8%	262	94.2%
DOCTORATE-OTHER.....	367	45	12.3%	322	87.7%
TOTAL.....	110,674	34,449	31.1%	76,225	68.9%
TOTAL NON RESPONSES...	9,826				

Table 44 shows that 15 percent of RNs are currently enrolled in a degree-granting program. Most (60 percent) of these RNs are diploma and associate degree holders enrolled in baccalaureate programs.

About 30 percent of RNs were previously licensed as an LPN and such licensure is more prevalent among minorities than among whites (Tables 46 and 47). It is also more prevalent among those with an associate degree; nearly half of those whose basic preparation is the associate degree were previously licensed as LPNs (Table 48).

Masters Degree Specialties

RNs with a masters degree in nursing were asked to identify their masters degree specialty area. Six (6) percent of the RNs who are employed in nursing in the State, hold either a masters in nursing or a doctorate. Four masters degree specialties account for two-thirds of all nursing masters degrees: medical-surgical, 20 percent; administration, 19 percent; nursing education, 16 percent; and psychiatric/mental health, 13 percent.

Eighty percent of masters degree holders are employed in nursing on a full-time basis; a higher percentage than among all employed RNs (Table 50). Those in pediatrics and school nursing have the lowest percentage employed full-time (70 percent and 65 percent, respectively). Those in administration (86 percent), nurse anesthesia (88 percent), and occupational health (also 88 percent) have the highest percentages employed full-time.

While overall 67 percent of RNs employed in nursing in New York State indicated that their primary responsibility was in patient care, only twenty-nine percent of all masters degree RNs reported that patient care was their primary responsibility; 27 percent were in

Table 49

MASTERS DEGREE SPECIALTY AREA AND BASIC NURSING PREPARATION

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL			DIPLOMA		ASSOCIATES		BACHELORS		GENERIC MASTERS	
CRITICAL CARE	184	2.8%	100.0%	41	22.3%	29	15.8%	91	49.5%	23	12.5%
MEDICAL-SURGICAL	1,374	20.6%	100.0%	441	32.1%	176	12.8%	605	44.0%	152	11.1%
GERONTOLOGY	136	2.0%	100.0%	38	27.9%	25	18.4%	55	40.4%	18	13.2%
FAMILY HEALTH	339	5.1%	100.0%	50	14.7%	35	10.3%	129	38.1%	125	36.9%
MATERNAL-CHILD	375	5.6%	100.0%	103	27.5%	33	8.8%	202	53.9%	37	9.9%
OBSTETRICS/GYNECOLOGY	101	1.5%	100.0%	24	23.8%	8	7.9%	55	54.5%	14	13.9%
PEDIATRICS	293	4.4%	100.0%	48	16.4%	15	5.1%	189	64.5%	41	14.0%
PSYCHIATRIC	883	13.3%	100.0%	255	28.9%	92	10.4%	409	46.3%	127	14.4%
NURSE MIDWIFERY	86	1.3%	100.0%	16	18.6%	4	4.7%	55	64.0%	11	12.8%
NURSE ANESTHESIA	57	.9%	100.0%	8	14.0%	7	12.3%	31	54.4%	11	19.3%
OCCUPATIONAL HEALTH	15	.2%	100.0%	5	33.3%	2	13.3%	7	46.7%	1	6.7%
REHABILITATION	61	.9%	100.0%	20	32.8%	5	8.2%	32	52.5%	4	6.6%
COMMUNITY PUBLIC HEALTH	460	6.9%	100.0%	177	38.5%	36	7.8%	186	40.4%	61	13.3%
SCHOOL NURSING	39	.6%	100.0%	14	35.9%			14	35.9%	11	28.2%
ADMINISTRATION	1,231	18.5%	100.0%	414	33.6%	148	12.0%	475	38.6%	194	15.8%
NURSING EDUCATION	1,027	15.4%	100.0%	371	36.1%	100	9.7%	434	42.3%	122	11.9%
TOTAL	6,661	100.0%	100.0%	2,025	30.4%	715	10.7%	2,969	44.6%	952	14.3%

Table 50

MASTERS DEGREE SPECIALTY AREA AND FULL-TIME/PART-TIME EMPLOYMENT

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL			FULL-TIME		PART-TIME	
CRITICAL CARE	186	2.8%	100.0%	152	81.7%	34	18.3%
MEDICAL-SURGICAL	1,382	20.6%	100.0%	1,093	79.1%	289	20.9%
GERONTOLOGY	137	2.0%	100.0%	111	81.0%	26	19.0%
FAMILY HEALTH	341	5.1%	100.0%	247	72.4%	94	27.6%
MATERNAL-CHILD	375	5.6%	100.0%	289	77.1%	86	22.9%
OBSTETRICS/GYNECOLOGY	101	1.5%	100.0%	72	71.3%	29	28.7%
PEDIATRICS	294	4.4%	100.0%	205	69.7%	89	30.3%
PSYCHIATRIC	891	13.3%	100.0%	712	79.9%	179	20.1%
NURSE MIDWIFERY	84	1.2%	100.0%	60	71.4%	24	28.6%
NURSE ANESTHESIA	57	.8%	100.0%	50	87.7%	7	12.3%
OCCUPATIONAL HEALTH	17	.3%	100.0%	15	88.2%	2	11.8%
REHABILITATION	61	.9%	100.0%	50	82.0%	11	18.0%
COMMUNITY PUBLIC HEALTH	470	7.0%	100.0%	391	83.2%	79	16.8%
SCHOOL NURSING	40	.6%	100.0%	26	65.0%	14	35.0%
ADMINISTRATION	1,250	18.6%	100.0%	1,079	86.3%	171	13.7%
NURSING EDUCATION	1,038	15.4%	100.0%	821	79.1%	217	20.9%
TOTAL	6,724	100.0%	100.0%	5,373	79.9%	1,351	20.1%

Table 51

MASTERS DEGREE SPECIALTY AREA AND PRIMARY NURSING RESPONSIBILITY

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL			PATIENT CARE		TEACHING		SUPERVISION		ADMINISTRATION		RESEARCH		CONSULTATION		OTHER	
CRITICAL CARE	176	2.8%	100.0%	56	31.8%	58	33.0%	13	7.4%	30	17.0%	4	2.3%	7	4.0%	8	4.5%
MEDICAL-SURGICAL	1,309	20.7%	100.0%	345	26.4%	481	36.7%	107	8.2%	230	17.6%	32	2.4%	51	3.9%	63	4.8%
GERONTOLOGY	133	2.1%	100.0%	38	28.6%	23	17.3%	19	14.3%	21	15.8%	2	1.5%	17	12.8%	13	9.8%
FAMILY HEALTH	328	5.2%	100.0%	211	64.3%	40	12.2%	12	3.7%	35	10.7%	1	.3%	8	2.4%	21	6.4%
MATERNAL-CHILD	359	5.7%	100.0%	93	25.9%	148	41.2%	23	6.4%	53	14.8%	9	2.5%	18	5.0%	15	4.2%
OBSTETRICS/GYNECOLOGY	94	1.5%	100.0%	61	64.9%	19	20.2%	6	6.4%	7	7.4%					1	1.1%
PEDIATRICS	275	4.4%	100.0%	150	54.5%	51	18.5%	17	6.2%	23	8.4%	6	2.2%	10	3.6%	18	6.5%
PSYCHIATRIC	820	13.0%	100.0%	251	30.6%	191	23.3%	58	7.1%	185	22.6%	11	1.3%	72	8.8%	52	6.3%
NURSE MIDWIFERY	76	1.2%	100.0%	63	82.9%	8	10.5%			3	3.9%			1	1.3%	1	1.3%
NURSE ANESTHESIA	53	.8%	100.0%	45	84.9%	6	11.3%			1	1.9%					1	1.9%
OCCUPATIONAL HEALTH	13	.2%	100.0%	4	30.8%	2	15.4%	1	7.7%	5	38.5%			1	7.7%		
REHABILITATION	58	.9%	100.0%	10	17.2%	20	34.5%	5	8.6%	14	24.1%	1	1.7%	6	10.3%	2	3.4%
COMMUNITY PUBLIC HEALTH	445	7.0%	100.0%	94	21.1%	108	24.3%	62	13.9%	114	25.6%	7	1.6%	23	5.2%	37	8.3%
SCHOOL NURSING	40	.6%	100.0%	19	47.5%	8	20.0%	2	5.0%	3	7.5%			1	2.5%	7	17.5%
ADMINISTRATION	1,170	18.5%	100.0%	180	15.4%	120	10.3%	174	14.9%	587	50.2%	20	1.7%	38	3.2%	51	4.4%
NURSING EDUCATION	964	15.3%	100.0%	205	21.3%	422	43.8%	74	7.7%	181	18.8%	12	1.2%	27	2.8%	43	4.5%
TOTAL	6,313	100.0%	100.0%	1,825	28.9%	1,705	27.0%	573	9.1%	1,492	23.6%	105	1.7%	280	4.4%	333	5.3%

Table 52

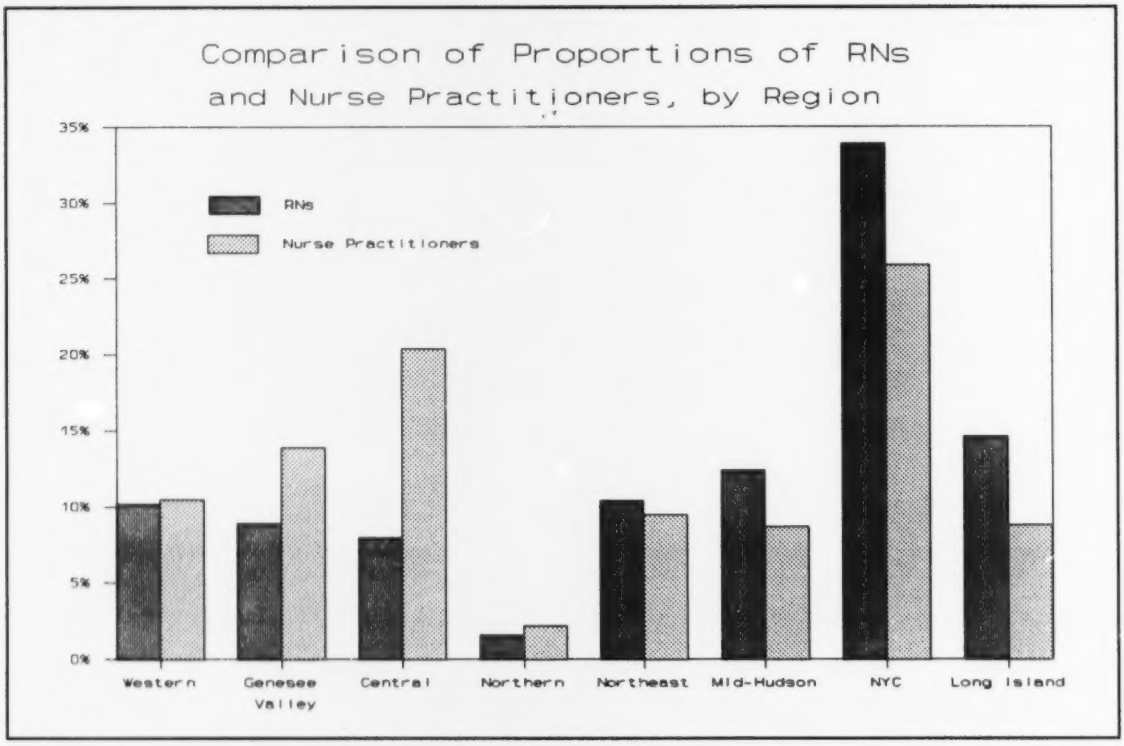
MASTERS DEGREE SPECIALTY AREA AND NURSING EMPLOYMENT INTENTIONS

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL			YES, LEAVING NURSING		NO, NOT LEAVING		DON'T KNOW - UNCERTAIN	
CRITICAL CARE	180	2.8%	100.0%	10	5.6%	131	72.8%	39	21.7%
MEDICAL-SURGICAL	1,330	20.8%	100.0%	64	4.8%	1,062	79.8%	204	15.3%
GERONTOLOGY	135	2.1%	100.0%	6	4.4%	109	80.7%	20	14.8%
FAMILY HEALTH	331	5.2%	100.0%	17	5.1%	277	83.7%	37	11.2%
MATERNAL-CHILD	354	5.5%	100.0%	19	5.4%	265	74.9%	70	19.8%
OBSTETRICS/GYNECOLOGY	98	1.5%	100.0%	3	3.1%	83	84.7%	12	12.2%
PEDIATRICS	279	4.4%	100.0%	10	3.6%	226	81.0%	43	15.4%
PSYCHIATRIC	845	13.2%	100.0%	40	4.7%	651	77.0%	154	18.2%
NURSE MIDWIFERY	82	1.3%	100.0%	2	2.4%	68	82.9%	12	14.6%
NURSE ANESTHESIA	54	.8%	100.0%	1	1.9%	47	87.0%	6	11.1%
OCCUPATIONAL HEALTH	14	.2%	100.0%	3	21.4%	10	71.4%	1	7.1%
REHABILITATION	60	.9%	100.0%	3	5.0%	48	80.0%	9	15.0%
COMMUNITY PUBLIC HEALTH	439	6.9%	100.0%	33	7.5%	321	73.1%	85	19.4%
SCHOOL NURSING	40	.6%	100.0%	4	10.0%	22	55.0%	14	35.0%
ADMINISTRATION	1,184	18.5%	100.0%	67	5.7%	861	72.7%	256	21.6%
NURSING EDUCATION	982	15.3%	100.0%	57	5.8%	729	74.2%	196	20.0%
TOTAL	6,407	100.0%	100.0%	339	5.3%	4,910	76.6%	1,158	18.1%

teaching, and 24 percent in administration (Table 51). Those in nurse midwifery and nurse anesthesia had the highest proportions in patient care (83 percent and 85 percent, respectively, the highest concentrations of any of the specialty areas in any of the primary areas of responsibility). Only 50 percent of those with a masters degree in administration stated that administration was their primary responsibility, but another 15 percent listed supervision.

Figure 24



Nurse Practitioners

There are 1,482 RNs among the survey respondents who are also licensed as nurse practitioners. Nearly 97 percent of these are employed in nursing. The gender and age distribution of nurse practitioners is the same as it is for all RNs (96 female percent and 4 percent male, with approximately 48 percent under age 40). The racial/ethnic distribution, however, shows that a higher proportion of practitioners are white and smaller proportions are either Asian or black, while the proportions of Native Americans, Puerto Ricans, and other Hispanics are nearly the same as the overall population of RNs. (Tables 53 thru 56).

However, nurse practitioners do differ from the general population of RNs in the area of professional education. A higher proportion of practitioners received their basic preparation in bachelors or generic masters degree programs. Whereas 73 percent of all RNs attended a diploma or associate degree program for their basic preparation, only 51 percent of practitioners did so. Similarly, 57 percent of all RNs have a diploma or an associate degree as their highest degree, while only 21 percent of practitioners do. In fact, 46 percent of nurse practitioners have a masters degree in nursing as their highest degree. (Tables 57 and 58).

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Table 53

NURSE PRACTITIONERS BY EMPLOYED IN NURSING

	NUMBER	PERCENT
EMPLOYED IN NURSING.....	1,435	96.8%
NOT EMPLOYED IN NURSING...	47	3.2%
TOTAL.....	1,482	100.0%

Table 54

NURSE PRACTITIONERS BY GENDER

	NUMBER	PERCENT
MALE.....	52	3.6%
FEMALE.....	1,399	96.4%
TOTAL.....	1,451	100.0%

Table 55

NURSE PRACTITIONERS BY AGE GROUPS

	NUMBER	PERCENT
18 TO 24.....	1	.1%
25 TO 29.....	101	6.9%
30 TO 34.....	246	16.8%
35 TO 39.....	358	24.5%
40 TO 44.....	281	19.2%
45 TO 49.....	188	12.9%
50 TO 54.....	160	10.9%
55 TO 59.....	76	5.2%
60 TO 64.....	42	2.9%
65 & OVER.....	9	.6%
TOTAL.....	1,462	100.0%

Table 56

NURSE PRACTITIONERS BY RACIAL/ETHNIC ORIGIN

	NUMBER	PERCENT
NATIVE AMERICAN.....	1	.1%
ASIAN.....	18	1.2%
BLACK.....	99	6.7%
PUERTO RICAN.....	22	1.5%
OTHER HISPANIC.....	11	.7%
WHITE.....	1,318	89.7%
TOTAL.....	1,469	100.0%

Table 57

NURSE PRACTITIONERS BY BASIC NURSING PREPARATION

	NUMBER	PERCENT
DIPLOMA	481	32.6%
ASSOCIATES DEGREE	268	18.2%
BACHELORS DEGREE	564	38.2%
GENERIC MASTERS DEGREE	162	11.0%
TOTAL	1,475	100.0%

Table 58

NURSE PRACTITIONERS BY HIGHEST DEGREE HELD

	NUMBER	PERCENT
DIPLOMA	208	14.3%
ASSOCIATE	104	7.2%
BACHELORS-NURSING	253	17.4%
BACHELORS-OTHER	98	6.8%
MASTERS-NURSING	672	46.3%
MASTERS-OTHER	100	6.9%
DOCTORATE-NURSING	3	.2%
DOCTORATE-OTHER	13	.9%
TOTAL	1,451	100.0%

Table 59

NURSE PRACTITIONERS BY PRIMARY RESPONSIBILITY

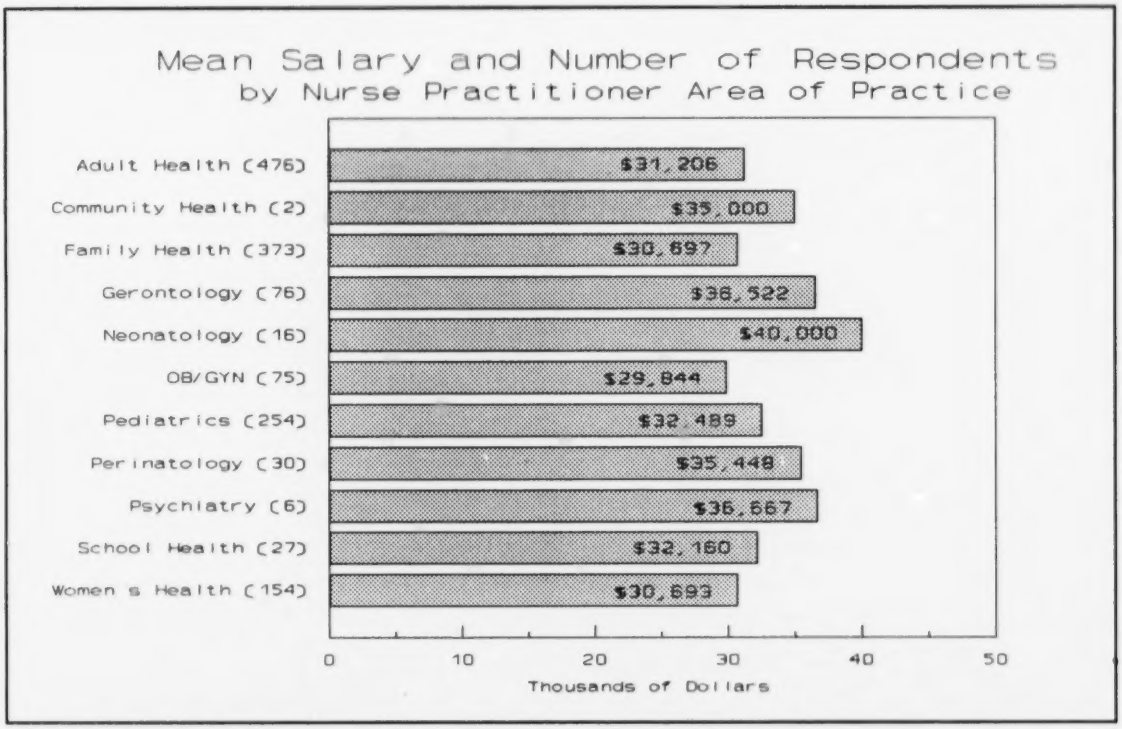
	NUMBER	PERCENT
PATIENT CARE	943	70.8%
TEACHING	78	5.9%
SUPERVISION	45	3.4%
ADMINISTRATION	69	5.2%
RESEARCH	17	1.3%
CONSULTATION	35	2.6%
OTHER	144	10.8%
TOTAL	1,331	100.0%

Table 60

NURSE PRACTITIONERS BY PRIMARY EMPLOYMENT SETTING

	NUMBER	PERCENT
HOSPITAL (IN-PATIENT)	266	19.2%
HOSPITAL (OUT-PATIENT)	278	20.1%
NURSING HOME	48	3.5%
SCHOOL OF NURSING	48	3.5%
SCHOOL HEALTH SERVICE	156	11.3%
PHYSICIANS OFFICE	203	14.7%
COMMUNITY PUBLIC HLTH ACY	141	10.2%
INDUSTRY	16	1.2%
ARMED SERVICES	2	.1%
DIAGNOSTIC OR TREATMENT CTR	134	9.7%
TEMPORARY AGENCY	3	.2%
OTHER HEALTH FIELD	85	6.1%
NON-HEALTH FIELD	3	.2%
TOTAL	1,383	100.0%

Figure 25



Almost 71 percent of practitioners are reported patient care as their primary responsibility, compared with 66 percent of all RNs. The proportion of practitioners involved in supervision or administration is less than what it is for these two areas among all RNs. Where 60 percent of all RNs are employed in inpatient hospital settings, only 19 percent of practitioners are. Practitioners are employed in higher proportions in outpatient settings, school health services, physicians offices, community public health agencies, and diagnostic or treatment centers. These settings are indicative of more independent practice than is traditionally found among RNs. (Tables 59 and 60).

Just over 38 percent of all RNs are employed in the major practice areas of critical care and medical-surgical practice, but only 15 percent of practitioners are found in these two areas. Practitioners are more highly concentrated in such areas as family health, pediatrics, and obstetrics/gynecology. (Table 61).

Whereas just under two-thirds of all RNs reported they had no plans to leave nursing, 82 percent of practitioners said they had no plans to leave and smaller proportions than in the overall population of RNs were uncertain or definite about leaving. (Table 62).

Table 61

NURSE PRACTITIONERS BY MAJOR PRACTICE AREA

	NUMBER	PERCENT
CRITICAL CARE	42	3.1%
MEDICAL-SURGICAL	164	11.9%
GERONTOLOGY	94	6.8%
FAMILY HEALTH	164	11.9%
MATERNAL-CHILD	36	2.6%
OBSTETRICS/GYNECOLOGY	247	18.0%
PEDIATRICS	228	16.6%
NURSE MIDWIFERY	6	.4%
OCCUPATIONAL HEALTH	29	2.1%
REHABILITATION	12	.9%
COMMUNITY PUBLIC HEALTH	35	2.5%
SCHOOL NURSING	79	5.8%
PSYCHIATRIC MENTAL HEALTH	43	3.1%
OTHER	194	14.1%
TOTAL	1,373	100.0%

Table 62

NURSE PRACTITIONERS BY ANTICIPATE LEAVING NURSING

	NUMBER	PERCENT
YES, LEAVING NURSING	52	3.7%
NO, NOT LEAVING	1,145	82.0%
DON'T KNOW-UNCERTAIN	200	14.3%
TOTAL	1,397	100.0%

Nurse practitioners are not distributed across the State in accordance with the general distribution of RNs. Practitioners are more heavily concentrated in the Central and Genesee Valley regions of the State, and especially in the urban counties of Monroe and Onondaga (Rochester and Syracuse, respectively). Whereas Monroe County has approximately 5.5 percent of all RNs in the State, it has nearly 11 percent of the practitioners; Onondaga County has just under 4 percent of all RNs, but 12 percent of practitioners. The relative proportions of practitioners fall off as one travels east and south from Buffalo to New York City (Figure 23 and Table 63).

The salaries reported by nurse practitioners, however, do not differ much from the salaries reported by all RNs. Even though nearly one-half of practitioners hold masters degrees in nursing and the mean salary for RNs holding that degree is $40,500, only nurse practitioners in neonatology reported salaries high enough to average $40,000. The number of respondents who are practitioners is shown in Figure 24 with the average salary for each of the twelve areas of practice (Table 64).

Table 63

NURSE PRACTITIONERS BY COUNTY AND REGION

	NUMBER	PERCENT
WESTERN		
ALLEGANY	1	.1%
CATTARAUGUS	2	.1%
CHAUTAUQUA	9	.7%
ERIE	126	9.1%
NIAGARA	7	.5%
REGION TOTAL	145	10.5%
GENESEE VALLEY		
CHEMUNG	11	.8%
GENESEE	2	.1%
LIVINGSTON	3	.2%
MONROE	147	10.7%
ONTARIO	9	.7%
ORLEANS	2	.1%
SENECA	3	.2%
STEUBEN	4	.3%
WAYNE	6	.4%
YATES	5	.4%
REGION TOTAL	192	13.9%
CENTRAL		
BROOME	29	2.1%
CAYUGA	9	.7%
CHENANGO	6	.4%
CORTLAND	7	.5%
DELAWARE	3	.2%
MADISON	3	.2%
ONONDAGA	164	11.9%
OSWEGO	20	1.4%
OTSEGO	11	.8%
TIOGA	8	.6%
TOMPKINS	21	1.5%
REGION TOTAL	281	20.4%
NORTHERN		
FRANKLIN	3	.2%
JEFFERSON	12	.9%
LEWIS	1	.1%
ST. LAWRENCE	15	1.1%
REGION TOTAL	31	2.2%

	NUMBER	PERCENT
NORTHEAST		
ALBANY	28	2.0%
CLINTON	10	.7%
COLUMBIA	1	.1%
ESSEX	1	.1%
FULTON	1	.1%
GREENE	2	.1%
HERKIMER	4	.3%
MONTGOMERY	1	.1%
ONEIDA	41	3.0%
RENSSELAER	12	.9%
SARATOGA	7	.5%
SCHENECTADY	12	.9%
SCHOHARIE	2	.1%
WARREN	6	.4%
WASHINGTON	3	.2%
REGION TOTAL	131	9.5%
MID-HUDSON		
DUTCHESS	20	1.4%
ORANGE	30	2.2%
ROCKLAND	12	.9%
SULLIVAN	2	.1%
ULSTER	2	.1%
WESTCHESTER	54	3.9%
REGION TOTAL	120	8.7%
NEW YORK CITY		
NEW YORK	194	14.1%
BRONX	81	5.9%
KINGS	45	3.3%
QUEENS	33	2.4%
RICHMOND	5	.4%
REGION TOTAL	358	25.9%
LONG ISLAND		
NASSAU	41	3.0%
SUFFOLK	81	5.9%
REGION TOTAL	122	8.8%
GRAND TOTAL	1,400	100.0%

Table 64

NURSE PRACTITIONERS BY SPECIALTY

	NUMBER	PERCENT	MEAN SALARY
ADULT HEALTH	476	32.0%	$31,206
COMMUNITY HEALTH.....	2	.1%	$35,000
FAMILY HEALTH.....	373	25.1%	$30,697
GERONTOLOGY.....	76	5.1%	$36,522
NEONATOLOGY.....	16	1.1%	$40,000
OBSTETRICS/GYNECOLOGY	75	5.0%	$29,844
PEDIATRICS.....	254	17.1%	$32,489
PERINATOLOGY.....	30	2.0%	$35,448
PSYCHIATRY.....	6	.4%	$36,667
SCHOOL HEALTH.....	27	1.8%	$32,160
WOMEN'S HEALTH.....	154	10.3%	$30,693
TOTAL.....	1,489	100.0%	$31,701

APPENDIX

Table A-1

DISTRIBUTION BY COUNTY PER 1989 RN SURVEY
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	Total	Full Time	Part Time	Full Time	Part Time
ALBANY	3,742	2,431	1,311	65%	35%
ALLEGANY	260	172	88	66%	34%
BRONX	5,124	4,324	800	84%	16%
BROOME	1,881	1,131	750	60%	40%
CATTARAUGUS	472	350	122	74%	26%
CAYUGA	474	305	169	64%	36%
CHAUTAUQUA	868	598	270	69%	31%
CHEMUNG	955	663	292	69%	31%
CHENANGO	187	130	57	70%	30%
CLINTON	550	377	173	69%	31%
COLUMBIA	354	225	129	64%	36%
CORTLAND	249	178	71	71%	29%
DELAWARE	270	189	81	70%	30%
DUTCHESS	2,262	1,405	857	62%	38%
ERIE	8,537	5,630	2,907	66%	34%
ESSEX	191	132	59	69%	31%
FRANKLIN	320	237	83	74%	26%
FULTON	283	188	95	66%	34%
GENESEE	426	272	154	64%	36%
GREENE	189	122	67	65%	35%
HAMILTON	23	17	6	74%	26%
HERKIMER	293	225	68	77%	23%
JEFFERSON	698	513	185	73%	27%
KINGS	6,858	5,774	1,084	84%	16%
LEWIS	112	82	30	73%	27%
LIVINGSTON	275	180	95	65%	35%
MADISON	288	197	91	68%	32%
MONROE	6,186	3,568	2,618	58%	42%
MONTGOMERY	346	212	134	61%	39%
NASSAU	8,452	5,399	3,053	64%	36%
NEW YORK	18,311	15,627	2,684	85%	15%
NIAGARA	1,334	837	497	63%	37%
ONEIDA	2,041	1,436	605	70%	30%
ONONDAGA	4,323	2,938	1,385	68%	32%
ONTARIO	736	508	228	69%	31%
ORANGE	2,065	1,299	766	63%	37%
ORLEANS	141	113	28	80%	20%
OSWEGO	413	271	142	66%	34%
OTSEGO	489	345	144	71%	29%
PUTNAM	375	184	191	49%	51%
QUEENS	6,290	4,785	1,505	76%	24%
RENSSELAER	975	595	380	61%	39%
RICHMOND	2,192	1,319	873	60%	40%
ROCKLAND	1,938	1,287	651	66%	34%
SARATOGA	601	370	231	62%	38%
SCHENECTADY	1,335	755	580	57%	43%
SCHOHARIE	116	80	36	69%	31%
SCHUYLER	83	55	28	66%	34%
SENECA	220	177	43	80%	20%
STEUBEN	737	498	239	68%	32%
ST. LAWRENCE	759	566	193	75%	25%
SUFFOLK	8,297	5,277	3,020	64%	36%
SULLIVAN	399	294	105	74%	26%
TIOGA	140	96	44	69%	31%
TOMPKINS	479	303	176	63%	37%
ULSTER	926	559	367	60%	40%
WARREN	595	350	245	59%	41%
WASHINGTON	243	145	98	60%	40%
WAYNE	380	224	156	59%	41%
WESTCHESTER	6,250	4,441	1,809	71%	29%
WYOMING	209	144	65	69%	31%
YATES	99	57	42	58%	42%

Table A-2

REGENTS REGION, COUNTY OF EMPLOYMENT AND RACIAL/ETHNIC ORIGIN
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	NATIVE AMERICAN	ASIAN	BLACK	PUERTO RICAN	OTHER HISPANIC	WHITE
WESTERN							
ALLEGANY	261	2	1			1	257
CATTARAUGUS	468	7		1		1	459
CHAUTAUQUA	869	3		4	1		861
ERIE	8,518	29	22	305	14	16	8,132
NIAGARA	1,331	16	4	19	2	3	1,287
WYOMING	206	1		2			203
REGION TOTAL	11,653	58	27	331	17	21	11,199
GENESEE VALLEY							
CHEMUNG	960	1	2	10		4	943
GENESEE	428	2		3	1		421
LIVINGSTON	275	1	1	1			272
MONROE	6,172	6	36	139	14	16	5,961
ONTARIO	736		3	1			732
ORLEANS	142		1				141
SCHUYLER	83		1				82
SENECA	222			1	1		220
STEUBEN	740		1	1		1	737
WAYNE	380	1		4		1	374
YATES	99						99
REGION TOTAL	10,237	11	46	160	16	22	9,982
CENTRAL							
BROOME	1,876		10	9		5	1,852
CAYUGA	471	1	4		2	1	463
CHENANGO	187					1	186
CORTLAND	247						247
DELAWARE	269	1		1			267
MADISON	288	1	1	1			285
ONONDAGA	4,316	7	32	49	3	3	4,222
OSWEGO	413	1	1			1	410
OTSEGO	487	3	3	2	1	1	477
TIOGA	141	1					140
TOMPKINS	480		5	4	1		470
REGION TOTAL	9,175	15	56	66	7	12	9,019
NORTHERN							
FRANKLIN	319	7	1		1	1	309
JEFFERSON	697	2	3	5		1	686
LEWIS	112		1				111
ST. LAWRENCE	761	4	2			2	753
REGION TOTAL	1,889	13	7	5	1	4	1,859
NORTHEAST							
ALBANY	3,735	5	55	84	5	13	3,573
CLINTON	550	3	2			1	544
COLUMBIA	351	1	1	4			345
ESSEX	191		1			1	190
FULTON	285	1	1	1			282
GREENE	187				2	2	183
HAMILTON	23		2				21
HERKIMER	297	1		1		1	293
MONTGOMERY	344	1		2		1	340
ONEIDA	2,038	3	3	13	2	5	2,012
RENSSELAER	968	1	3	6	1	1	956
SARATOGA	602	2	1				599
SCHENECTADY	1,332	1	7	10	1	5	1,308
SCHOHARIE	113		1	1		1	110
WARREN	596	2	1	1			592
WASHINGTON	243	1		1	1		240
REGION TOTAL	11,854	22	77	124	12	31	11,588
MID-HUDSON							
DUTCHESS	2,254	2	29	76	11	8	2,128
ORANGE	2,056	3	22	40	29	14	1,948
PUTNAM	371		11	1	2	4	353
ROCKLAND	1,925	2	180	115	22	9	1,597
SULLIVAN	398		8	11	1	1	377
ULSTER	920	1	15	11	3	3	887
WESTCHESTER	6,202	11	509	495	41	35	5,111
REGION TOTAL	14,126	19	774	749	109	74	12,401
NEW YORK CITY							
NEW YORK	18,020	43	3,878	4,425	529	343	8,802
BRONX	5,023	11	907	1,808	282	99	1,916
KINGS	6,719	8	775	3,122	126	126	2,562
QUEENS	6,190	19	1,100	1,495	86	106	3,384
RICHMOND	2,177	5	166	74	25	13	1,892
REGION TOTAL	38,129	86	6,826	10,924	1,048	689	18,556
LONG ISLAND							
NASSAU	8,357	13	297	521	40	54	7,432
SUFFOLK	8,248	13	147	292	87	51	7,658
REGION TOTAL	16,605	26	444	813	127	105	15,090
TOTAL RESPONSES	113,770	251	8,265	13,190	1,339	958	89,767
TOTAL NON RESPONSES	6,780						

Table A-3

REGENTS REGION, COUNTY OF EMPLOYMENT AND FULL-TIME / PART-TIME EMPLOYMENT

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	FULL TIME	PART TIME
WESTERN			
ALLEGANY	260	172	88
CATTARAUGUS	472	350	122
CHAUTAUQUA	868	598	270
ERIE	8,537	5,630	2,907
NIAGARA	1,334	837	497
WYOMING	209	144	65
REGION TOTAL	11,680	7,731	3,949
GENESEE VALLEY			
CHEMUNG	955	663	292
GENESEE	426	272	154
LIVINGSTON	275	180	95
MONROE	6,186	3,568	2,618
ONTARIO	736	508	228
ORLEANS	141	113	28
SCHUYLER	83	55	28
SENECA	220	177	43
STEUBEN	737	498	239
WAYNE	380	224	156
YATES	99	57	42
REGION TOTAL	10,238	6,315	3,923
CENTRAL			
BROOME	1,881	1,131	750
CAYUGA	474	305	169
CHENANGO	187	130	57
CORTLAND	249	178	71
DELAWARE	270	189	81
MADISON	288	197	91
ONONDAGA	4,323	2,938	1,385
OSWEGO	413	271	142
OTSEGO	489	345	144
TIOGA	140	96	44
TOMPKINS	479	303	176
REGION TOTAL	9,193	6,083	3,110
NORTHERN			
FRANKLIN	320	237	83
JEFFERSON	698	513	185
LEWIS	112	82	30
ST. LAWRENCE	759	566	193
REGION TOTAL	1,889	1,398	491

	TOTAL	FULL TIME	PART TIME
NORTHEAST			
ALBANY	3,742	2,431	1,311
CLINTON	550	377	173
COLUMBIA	354	225	129
ESSEX	191	132	59
FULTON	283	188	95
GREENE	189	122	67
HAMILTON	23	17	6
HERKIMER	293	225	68
MONTGOMERY	346	212	134
ONEIDA	2,041	1,436	605
RENSSELAER	975	595	380
SARATOGA	601	370	231
SCHENECTADY	1,335	755	580
SCHOHARIE	116	80	36
WARREN	595	350	245
WASHINGTON	243	145	98
REGION TOTAL	11,877	7,660	4,217
MID-HUDSON			
DUTCHESS	2,262	1,405	857
ORANGE	2,065	1,299	766
PUTNAM	375	184	191
ROCKLAND	1,938	1,287	651
SULLIVAN	399	294	105
ULSTER	926	559	367
WESTCHESTER	6,250	4,441	1,809
REGION TOTAL	14,215	9,469	4,746
NEW YORK CITY			
NEW YORK	18,311	15,627	2,684
BRONX	5,124	4,324	800
KINGS	6,858	5,774	1,084
QUEENS	6,290	4,785	1,505
RICHMOND	2,192	1,319	873
REGION TOTAL	38,775	31,829	6,946
LONG ISLAND			
NASSAU	8,452	5,399	3,053
SUFFOLK	8,297	5,277	3,020
REGION TOTAL	16,749	10,676	6,073
TOTAL RESPONSES	114,719	81,240	33,479
TOTAL NON RESPONSES	5,831		

Table A-4

REGENTS REGION, COUNTY OF EMPLOYMENT AND BASIC NURSING PREPARATION

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	DIPLOMA	ASSOCIATES DEGREE	BACHELORS	GENERIC MASTERS DEGREE
WESTERN					
ALLEGANY	262	108	121	33	
CATTARAUGUS	468	224	174	66	4
CHAUTAUQUA	868	354	390	120	4
ERIE	8,207	3,464	2,595	2,379	69
NIAGARA	1,329	457	578	290	4
WYOMING	207	88	96	22	1
REGION TOTAL	11,641	4,695	3,954	2,910	82
GENESEE VALLEY					
CHEMUNG	958	606	270	79	3
GENESEE	427	160	197	69	1
LIVINGSTON	274	161	74	38	1
MONROE	6,146	2,426	1,688	1,968	64
ONTARIO	732	258	348	125	1
ORLEANS	141	54	59	28	
SCHUYLER	82	38	36	7	1
SENECA	221	116	77	27	1
STEUBEN	738	347	305	84	2
WAYNE	378	158	156	63	1
YATES	99	40	28	31	
REGION TOTAL	10,196	4,364	3,238	2,519	75
CENTRAL					
BROOME	1,879	1,018	547	297	17
CAYUGA	471	232	198	39	2
CHENANGO	187	80	72	33	2
CORTLAND	248	97	117	33	1
DELAWARE	270	119	111	39	1
MADISON	286	123	118	45	
ONONDAGA	4,305	2,207	1,190	868	40
OSWEGO	413	219	143	49	2
OTSEGO	485	186	161	131	7
TIOGA	140	81	26	32	1
TOMPKINS	478	187	192	92	7
REGION TOTAL	9,162	4,549	2,875	1,658	80
NORTHERN					
FRANKLIN	320	152	119	47	2
JEFFERSON	694	322	299	72	1
LEWIS	112	51	46	15	
ST. LAWRENCE	756	385	281	88	2
REGION TOTAL	1,882	910	745	222	5
NORTHEAST					
ALBANY	3,733	1,676	1,325	700	32
CLINTON	544	246	174	118	6
COLUMBIA	347	186	129	31	1
ESSEX	193	92	66	34	1
FULTON	284	134	116	32	2
GREENE	189	97	72	20	
HAMILTON	23	12	6	5	
HERKIMER	276	178	85	32	1
MONTGOMERY	345	187	132	26	
ONEIDA	2,042	1,104	691	239	8
RENSSELAER	970	502	322	140	6
SARATOGA	599	264	223	107	5
SCHENECTADY	1,330	684	421	220	5
SCHOHARIE	116	56	47	12	1
WARREN	590	250	260	74	6
WASHINGTON	244	116	95	32	1
REGION TOTAL	11,845	5,784	4,164	1,822	75
MID-HUDSON					
DUTCHESS	2,255	991	930	321	13
ORANGE	2,062	702	1,061	277	22
PUTNAM	371	176	119	75	1
ROCKLAND	1,923	749	788	370	16
SULLIVAN	399	146	200	48	5
ULSTER	924	413	384	121	6
WESTCHESTER	6,219	2,636	1,799	1,647	137
REGION TOTAL	14,153	5,813	5,281	2,859	200
NEW YORK CITY					
NEW YORK	18,137	6,518	3,968	7,240	411
BRONX	5,101	1,788	1,450	1,740	123
KINGS	6,775	2,811	2,044	1,830	90
QUEENS	6,256	2,493	1,838	1,845	80
RICHMOND	2,184	846	849	468	21
REGION TOTAL	38,453	14,456	10,149	13,123	725
LONG ISLAND					
NASSAU	8,413	2,965	2,591	2,743	114
SUFFOLK	8,261	3,440	2,903	1,823	95
REGION TOTAL	16,674	6,405	5,494	4,566	209
TOTAL RESPONSES	114,109	47,018	35,937	29,701	1,453
TOTAL NON RESPONSES	6,441				

Table A-5

REGENTS REGION, COUNTY OF EMPLOYMENT AND HIGHEST DEGREE HELD

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	DIPLOMA	ASSOCIATES DEGREE	BACHELORS NURSING	BACHELORS OTHER	MASTERS NURSING
WESTERN						
ALLEGANY	259	83	107	40	14	8
CATTARAUGUS	465	191	163	63	21	10
CHAUTAUQUA	864	313	357	117	38	19
ERIE	8,431	2,776	2,224	2,384	331	467
NIAGARA	1,321	394	527	297	38	39
WYOMING	206	78	89	24	9	4
REGION TOTAL	11,566	3,835	3,535	2,923	451	547
GENESEE VALLEY						
CHEMUNG	953	508	242	93	48	26
GENESEE	421	133	179	75	15	14
LIVINGSTON	275	139	66	44	10	6
MONROE	6,082	1,848	1,486	1,818	307	450
ONTARIO	729	219	322	127	27	26
ORLEANS	142	47	57	31	3	3
SCHUYLER	83	29	34	12	5	
SENECA	222	99	71	33	10	4
STEUBEN	737	305	278	95	27	12
WAYNE	375	141	136	70	20	3
YATES	98	34	23	27	6	8
REGION TOTAL	10,117	3,502	2,894	2,425	478	552
CENTRAL						
BROOME	1,877	862	458	325	95	80
CAYUGA	469	202	168	52	22	15
CHENANGO	185	71	60	36	8	8
CORTLAND	248	82	97	35	22	9
DELAWARE	267	94	99	39	21	8
MADISON	285	95	100	57	16	6
ONONDAGA	4,282	1,689	972	993	249	250
OSWEGO	407	194	124	57	20	8
OTSEGO	485	158	124	113	40	32
TIOGA	140	72	22	29	5	11
TOMPKINS	475	151	153	81	44	29
REGION TOTAL	9,120	3,670	2,377	1,817	542	456
NORTHERN						
FRANKLIN	318	133	107	51	8	10
JEFFERSON	687	270	273	90	26	15
LEWIS	110	44	45	17	2	1
ST. LAWRENCE	753	333	247	94	44	8
REGION TOTAL	1,868	780	672	252	80	34
NORTHEAST						
ALBANY	3,706	1,328	1,084	725	247	189
CLINTON	539	211	166	98	34	20
COLUMBIA	350	161	129	25	21	8
ESSEX	161	76	54	26	14	2
FULTON	261	118	102	27	21	6
GREENE	189	77	65	29	12	3
HAMILTON	23	9	5	5	2	1
HERKIMER	291	153	76	42	11	3
MONTGOMERY	344	174	123	27	14	6
ONEIDA	2,031	813	563	400	136	62
RENSSELAER	966	413	281	161	39	40
SARATOGA	599	248	202	98	43	20
SCHENECTADY	1,331	598	379	230	69	33
SCHOHARIE	116	45	41	17	8	2
WARREN	594	212	230	82	36	21
WASHINGTON	240	102	81	33	11	9
REGION TOTAL	11,791	4,721	3,581	2,035	718	428
MID-HUDSON						
DUTCHESS	2,249	798	753	380	190	61
ORANGE	2,034	556	923	308	140	67
PUTNAM	369	145	103	80	27	6
ROCKLAND	1,923	528	615	427	183	78
SULLIVAN	387	122	175	52	33	8
ULSTER	919	350	329	120	63	29
WESTCHESTER	6,183	1,823	1,384	1,612	591	453
REGION TOTAL	14,094	4,322	4,284	2,979	1,227	702
NEW YORK CITY						
NEW YORK	7,891	4,108	3,038	6,512	1,570	1,514
BRONX	5,053	1,492	1,079	1,587	484	432
KINGS	6,740	1,714	1,511	1,907	767	440
QUEENS	6,204	1,733	1,482	1,812	561	334
RICHMOND	2,166	600	704	489	180	121
REGION TOTAL	38,056	9,397	7,817	12,305	3,570	2,841
LONG ISLAND						
NASSAU	8,353	2,163	2,147	2,686	579	440
SUFFOLK	8,199	2,484	2,458	1,887	693	326
REGION TOTAL	16,552	4,647	4,605	4,573	1,272	766
TOTAL RESPONSES	113,264	34,906	29,789	29,327	8,350	6,336
TOTAL NON RESPONSES	7,286					

<< Continued >>

Table A-5 (Continued)

REGENTS REGION, COUNTY OF EMPLOYMENT AND HIGHEST DEGREE HELD
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	MASTERS OTHER	DOCTORATE NURSING	DOCTORATE OTHER
WESTERN			
ALLEGANY	6		1
CATTARAUGUS	17		
CHAUTAUQUA	18		2
ERIE	150	6	47
NIAGARA	22		4
WYOMING	2		
REGION TOTAL	215	6	54
GENESEE VALLEY			
CHEMUNG	36		
GENESEE	4		1
LIVINGSTON	10		
MONROE	134	16	23
ONTARIO	7		1
ORLEANS	1		
SCHUYLER	3		
SENECA	4		1
STEUBEN	18		2
WAYNE	5		
YATES			
REGION TOTAL	222	16	28
CENTRAL			
BROOME	46	3	8
CAYUGA	10		
CHENANGO	2		
CORTLAND	3		
DELAWARE	6		
MADISON	10		1
ONONDAGA	109	4	16
OSWEGO	4		
OTSEGO	17		1
TIOGA	1		
TOMPKINS	17		
REGION TOTAL	225	7	26
NORTHERN			
FRANKLIN	9		
JEFFERSON	13		
LEWIS	1		
ST. LAWRENCE	25		2
REGION TOTAL	48		2
NORTHEAST			
ALBANY	112	4	17
CLINTON	7	3	
COLUMBIA	5	1	
ESSEX	5		1
FULTON	4		
GREENE	3		
HAMILTON	1		
HERKIMER	6		
MONTGOMERY			
ONEIDA	51	2	4
RENSSELAER	23	1	8
SARATOGA	8		
SCHENECTADY	21		1
SCHOHARIE	3		
WARREN	12	1	
WASHINGTON	4		
REGION TOTAL	265	12	31
MID-HUDSON			
DUTCHESS	62	3	2
ORANGE	32	4	1
PUTNAM	7		1
ROCKLAND	86	3	3
SULLIVAN	6		1
ULSTER	23	3	2
WESTCHESTER	268	31	21
REGION TOTAL	505	44	31
NEW YORK CITY			
NEW YORK	889	77	95
BRONX	265	20	20
KINGS	353	25	23
QUEENS	257	11	11
RICHMOND	62	3	7
REGION TOTAL	1,826	144	156
LONG ISLAND			
NASSAU	278	38	22
SUFFOLK	319	14	18
REGION TOTAL	597	52	40
TOTAL RESPONSES	3,907	281	368

Table A-6

RNS EMPLOYED IN NURSING IN NEW YORK STATE BY REGENTS REGION, COUNTY OF EMPLOYMENT AND ANTICIPATE LEAVING NURSING

	TOTAL	LEAVING NURSING	NOT LEAVING NURSING	UNCERTAIN
WESTERN				
ALLEGANY	245	17	178	50
CATTARAUGUS	452	23	319	109
CHAUTAUQUA	839	49	565	225
ERIE	8,314	501	5,946	1,867
NIAGARA	1,304	99	924	281
WYOMING	201	14	139	48
REGION TOTAL	11,354	703	8,071	2,580
GENESEE VALLEY				
CHEMUNG	918	56	632	230
GENESEE	415	27	286	102
LIVINGSTON	268	11	193	64
MONROE	5,981	376	4,283	1,322
ONTARIO	713	44	492	177
ORLEANS	138	9	92	37
SCHUYLER	82	2	53	27
SENECA	213	5	159	49
STEUBEN	707	43	479	185
WAYNE	361	16	261	84
YATES	97	1	77	19
REGION TOTAL	9,893	590	7,007	2,296
CENTRAL				
BROOME	1,805	104	1,270	431
CAYUGA	453	23	327	103
CHENANGO	179	6	139	34
CORTLAND	240	14	173	53
DELAWARE	256	22	170	64
MADISON	277	16	198	63
ONONDAGA	4,188	254	2,968	966
OSWEGO	395	18	273	104
OTSEGO	467	22	315	130
TIOGA	138	7	101	30
TOMPKINS	457	41	294	122
REGION TOTAL	8,855	527	6,228	2,100
NORTHERN				
FRANKLIN	303	18	221	64
JEFFERSON	673	35	488	150
LEWIS	109	8	75	26
ST. LAWRENCE	739	58	504	177
REGION TOTAL	1,824	119	1,288	417
NORTHEAST				
ALBANY	3,594	198	2,537	859
CLINTON	531	39	359	133
COLUMBIA	341	17	233	91
ESSEX	186	11	141	34
FULTON	276	13	216	47
GREENE	183	12	131	40
HAMILTON	21	1	18	2
HERKIMER	284	26	187	71
MONTGOMERY	331	24	242	65
ONEIDA	1,972	131	1,400	441
RENSSELAER	936	48	666	222
SARATOGA	568	37	384	147
SCHENECTADY	1,284	72	890	322
SCHOHARIE	110	9	73	28
WARREN	568	36	419	113
WASHINGTON	230	14	171	45
REGION TOTAL	11,415	688	8,069	2,658
MID-HUDSON				
DUTCHESS	2,161	167	1,445	549
ORANGE	1,972	143	1,326	503
PUTNAM	354	31	252	71
ROCKLAND	1,827	125	1,178	524
SULLIVAN	375	26	249	97
ULSTER	881	46	595	238
WESTCHESTER	5,906	401	3,879	1,626
REGION TOTAL	13,476	944	8,924	3,608
NEW YORK CITY				
NEW YORK	17,187	1,629	9,941	5,617
BRONX	4,884	424	2,920	1,540
KINGS	9,406	517	5,764	3,125
QUEENS	5,903	484	3,623	1,796
RICHMOND	2,093	136	1,378	579
REGION TOTAL	36,443	3,190	21,626	11,627
LONG ISLAND				
NASSAU	7,999	545	5,437	2,017
SUFFOLK	7,892	559	5,220	2,113
REGION TOTAL	15,891	1,104	10,657	4,130
TOTAL RESPONSES	109,250	7,881	71,932	29,437
TOTAL NON RESPONSES	11,300			

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